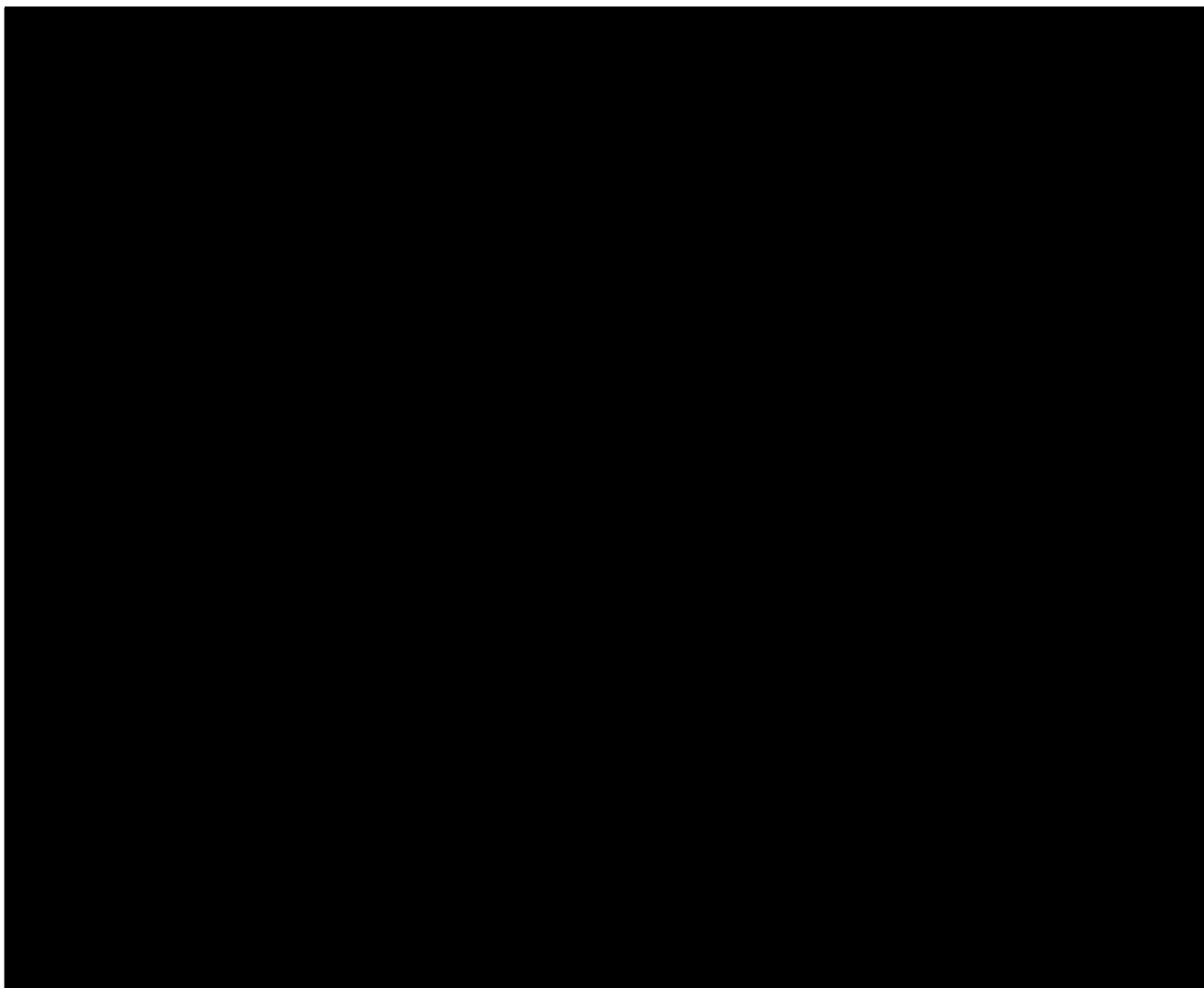
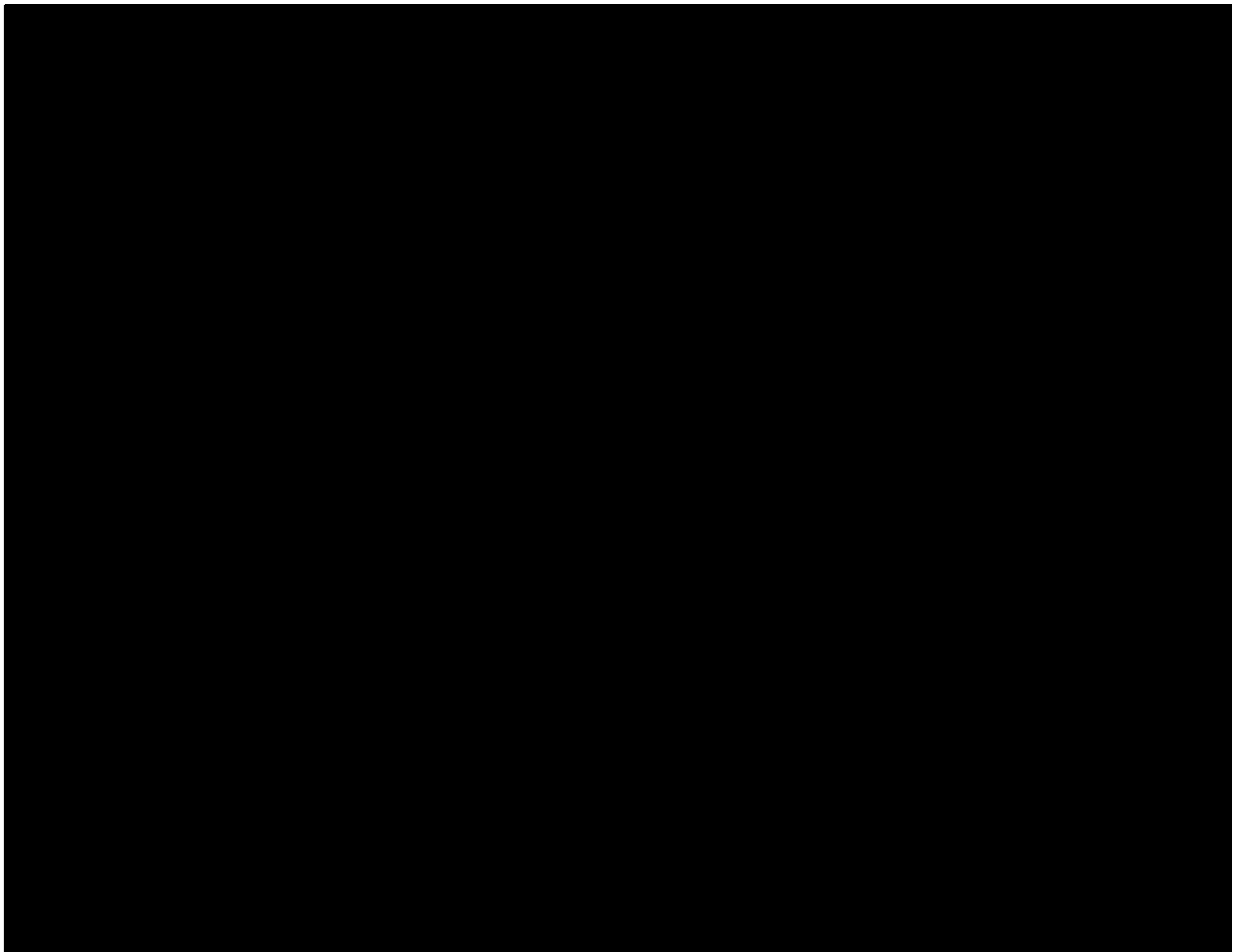
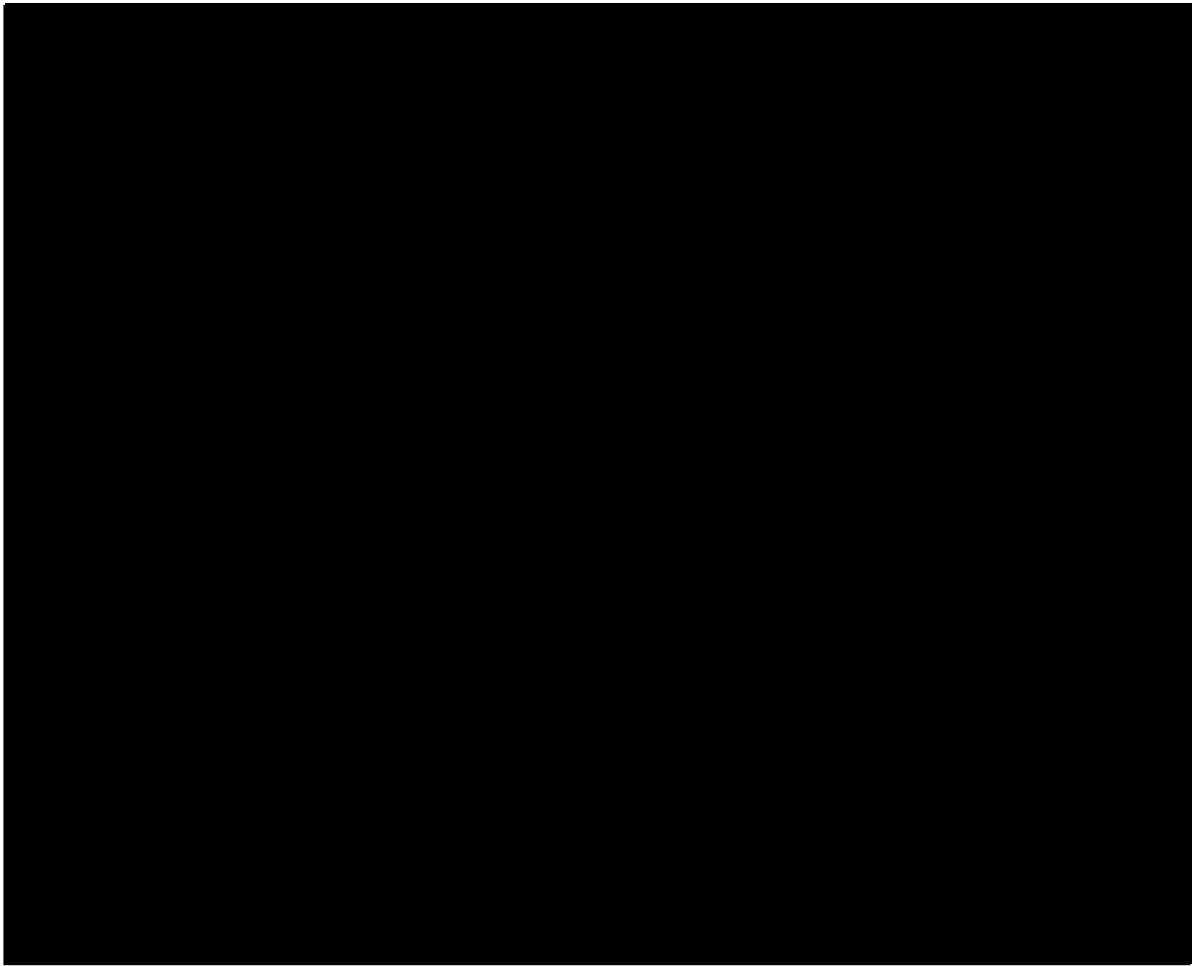
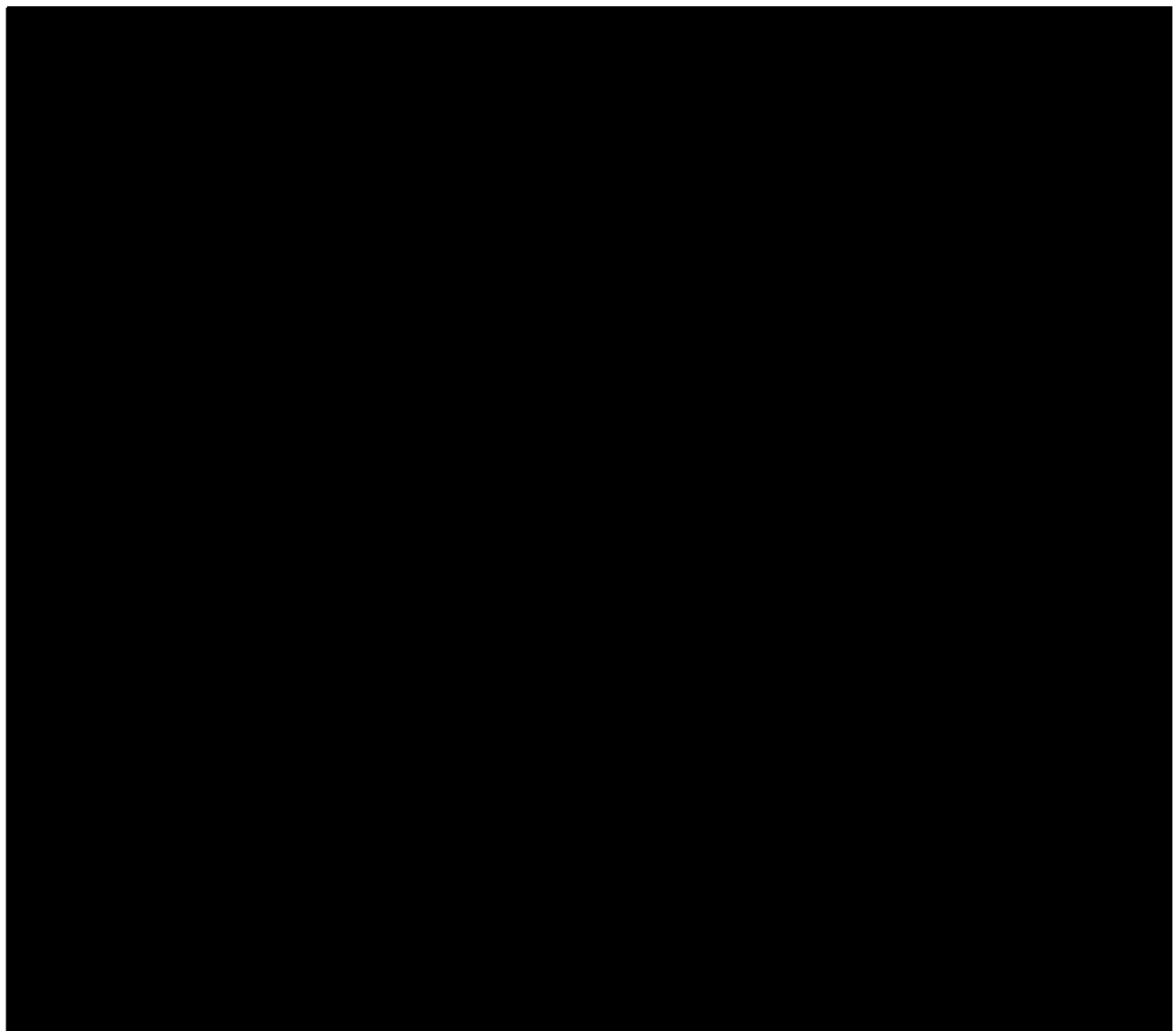


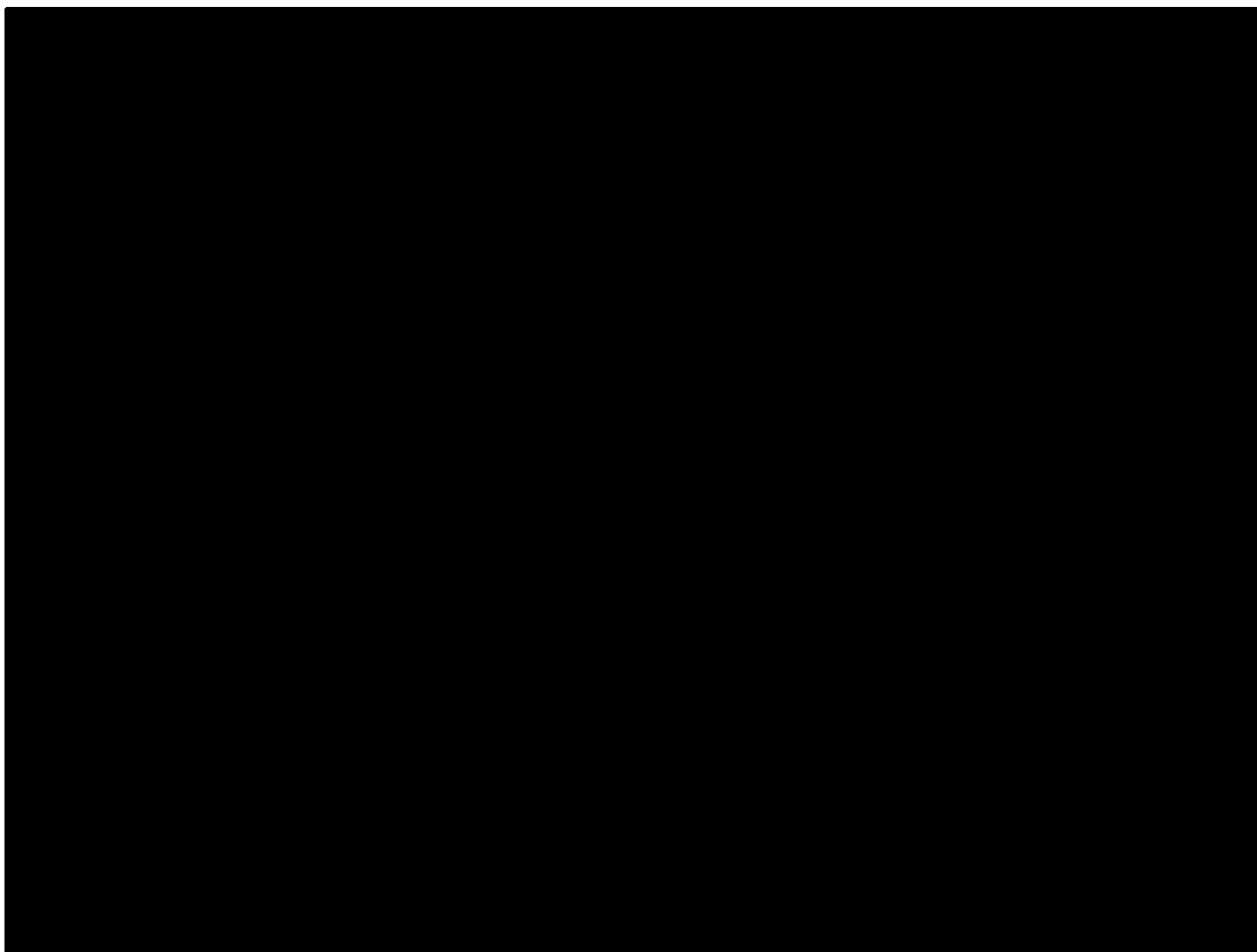
**EXHIBIT 143 TO
HARVEY DECLARATION
REDACTED VERSION**

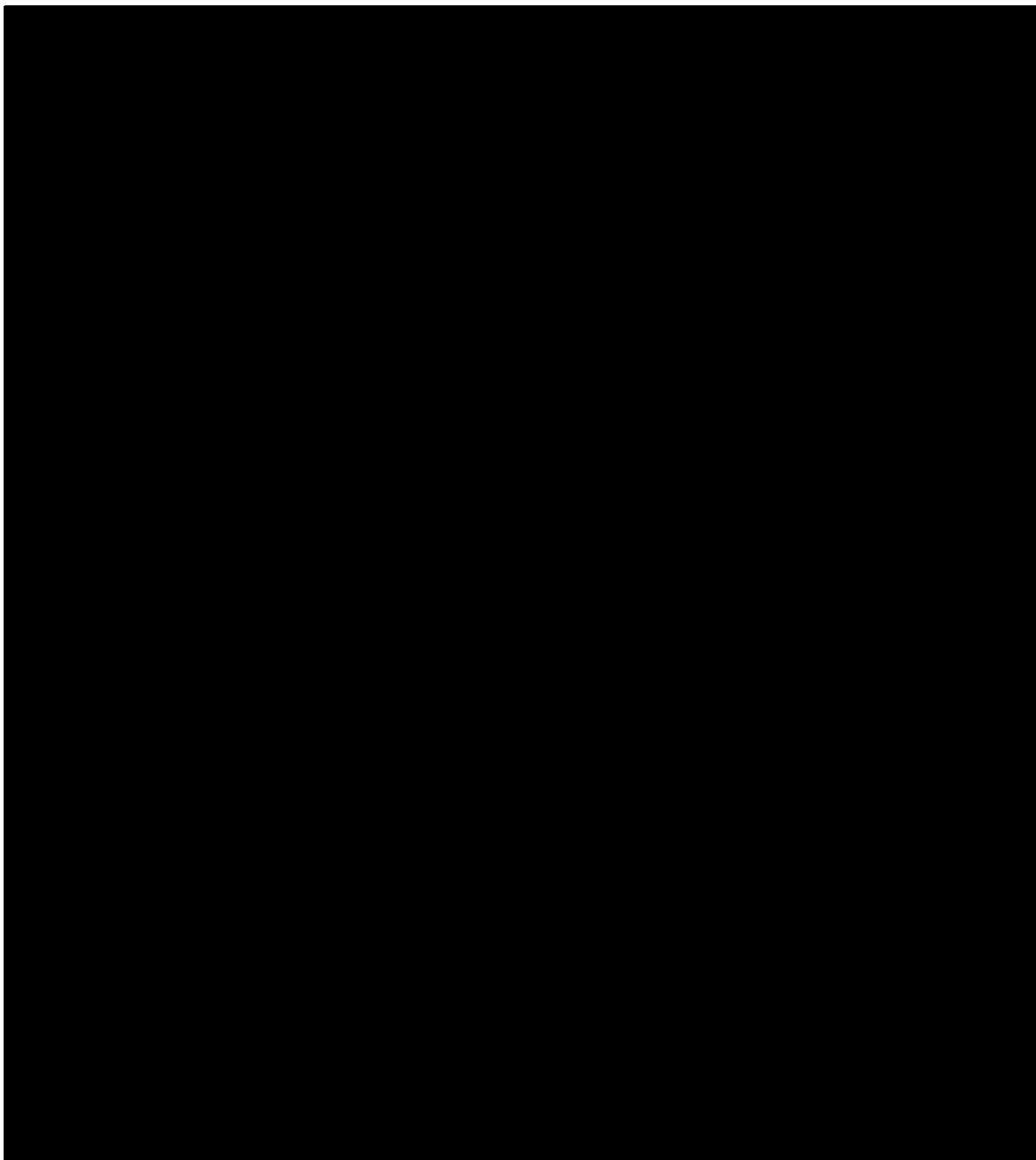


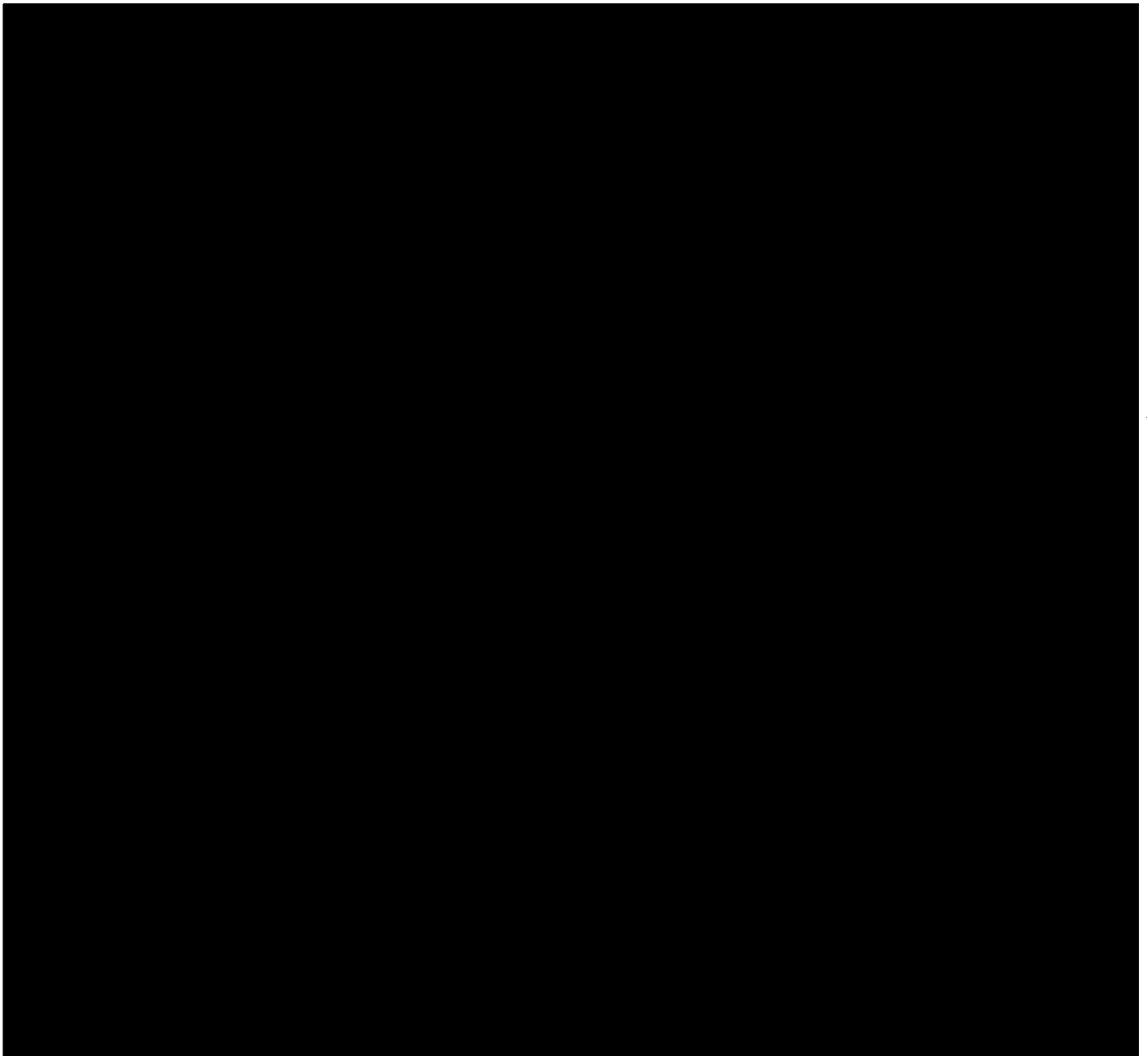


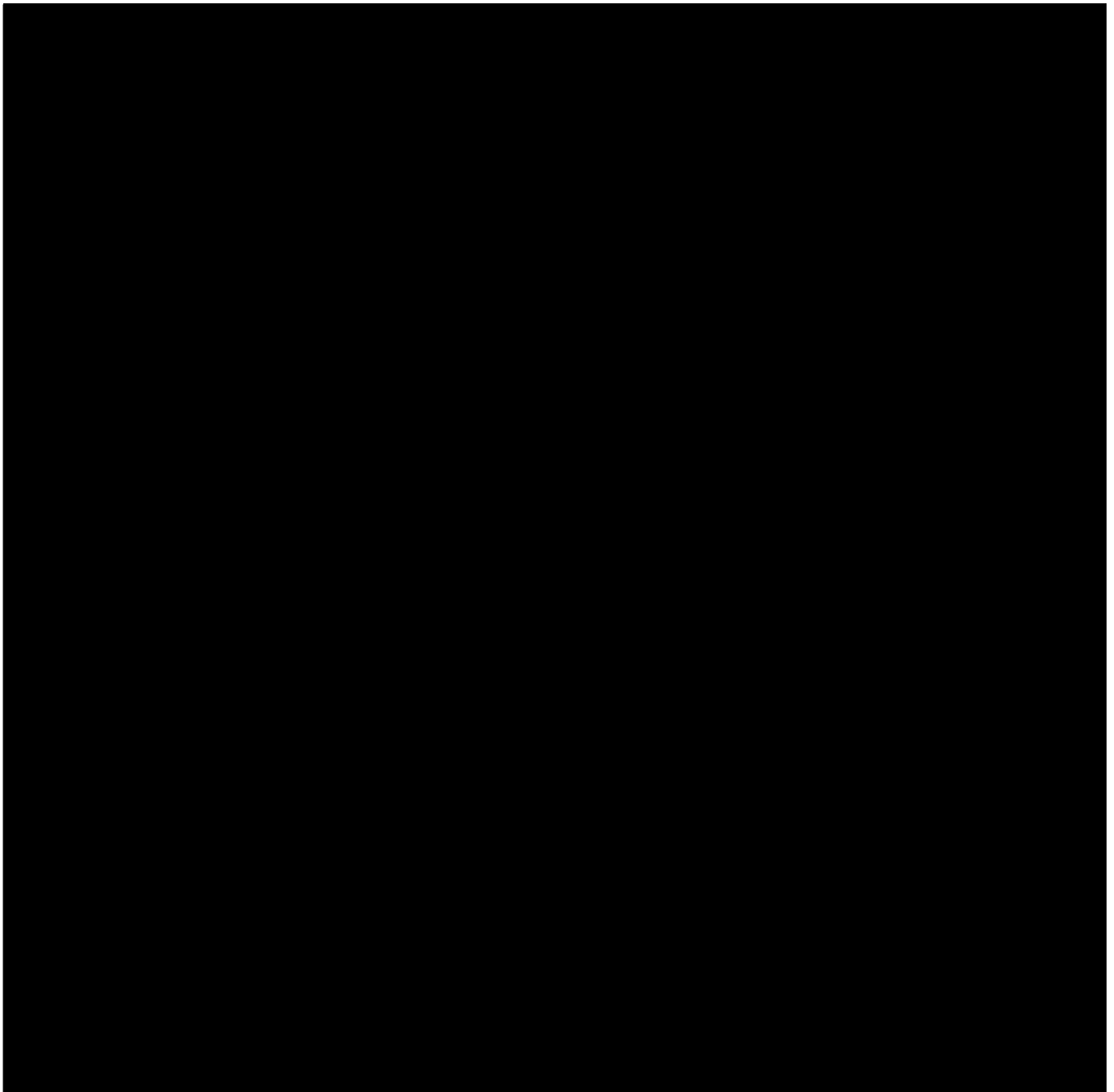


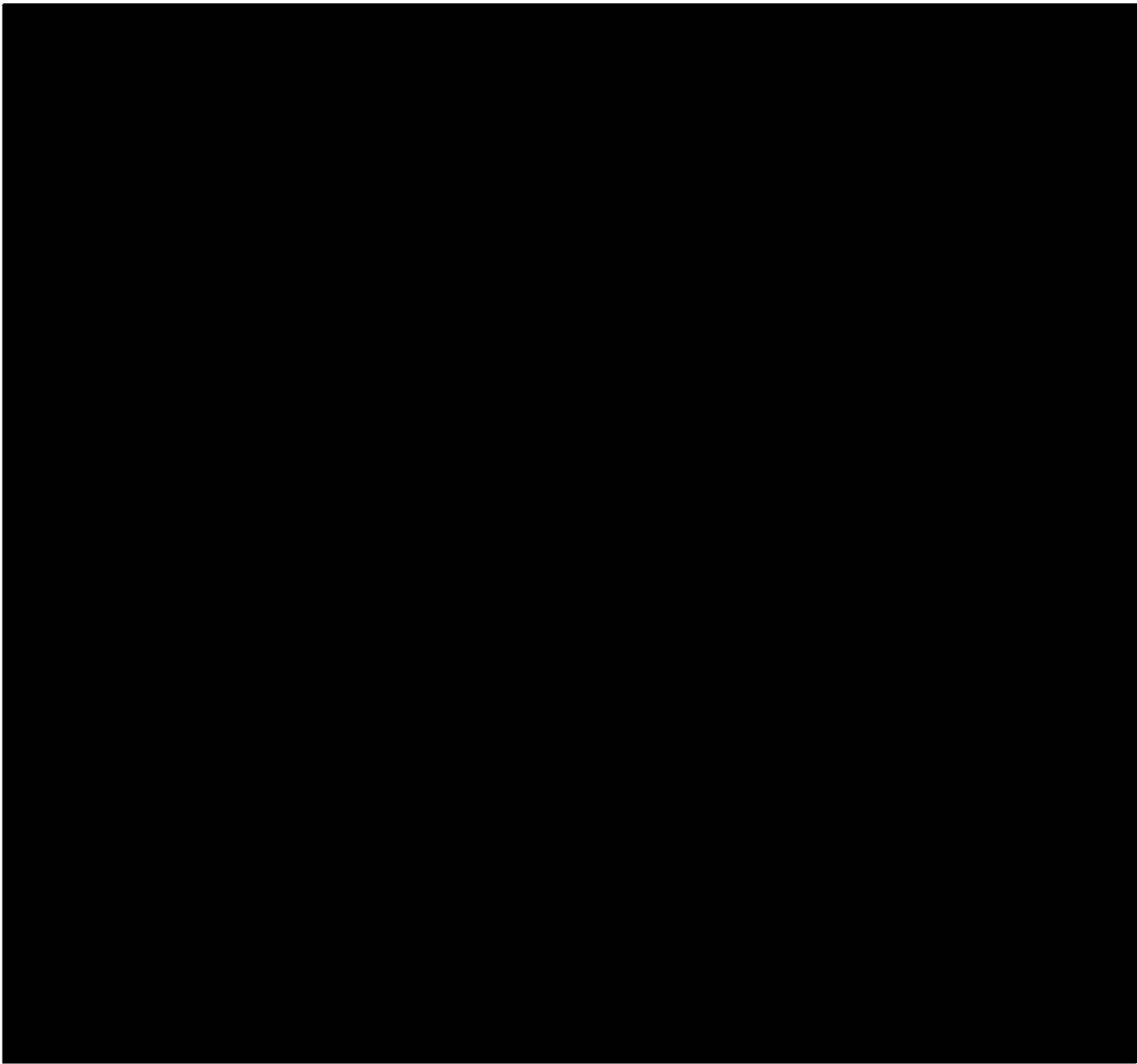


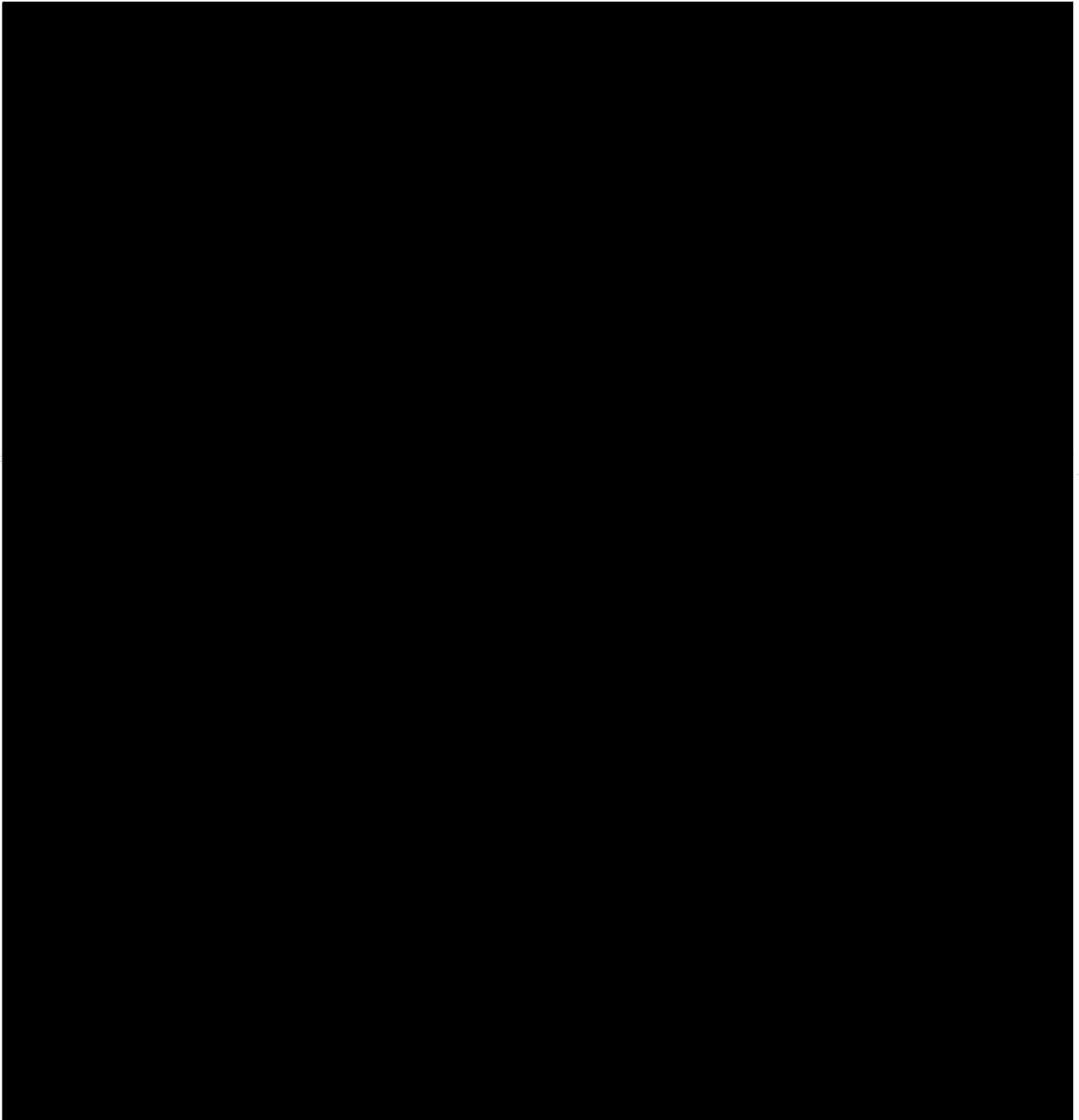












Passive vs. Active Talent

Type	Definition	Where can you find them?
Active	Candidates that are actively seeking new career opportunities.	Taleo, Job Boards, Craigslist, Outplacement Firms, etc.
Passive	Individuals who don't necessarily have a resume published and aren't looking to make a change.	Linkedin, White Papers, Patent Databases, Blogs, Videos, Social Networking sites (MySpace, Facebook), etc.

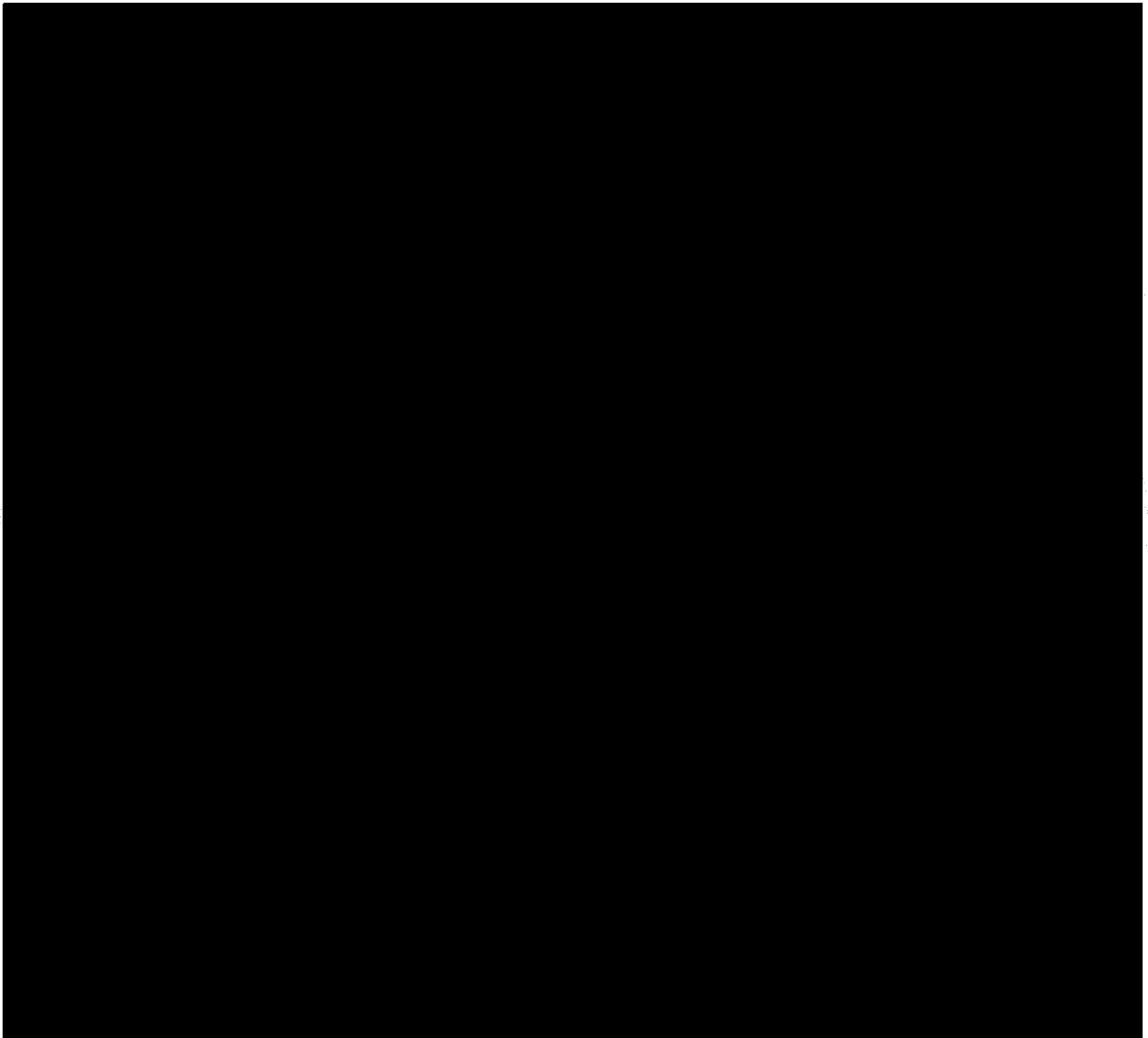
Today's training is primarily focused on ACTIVE candidates.

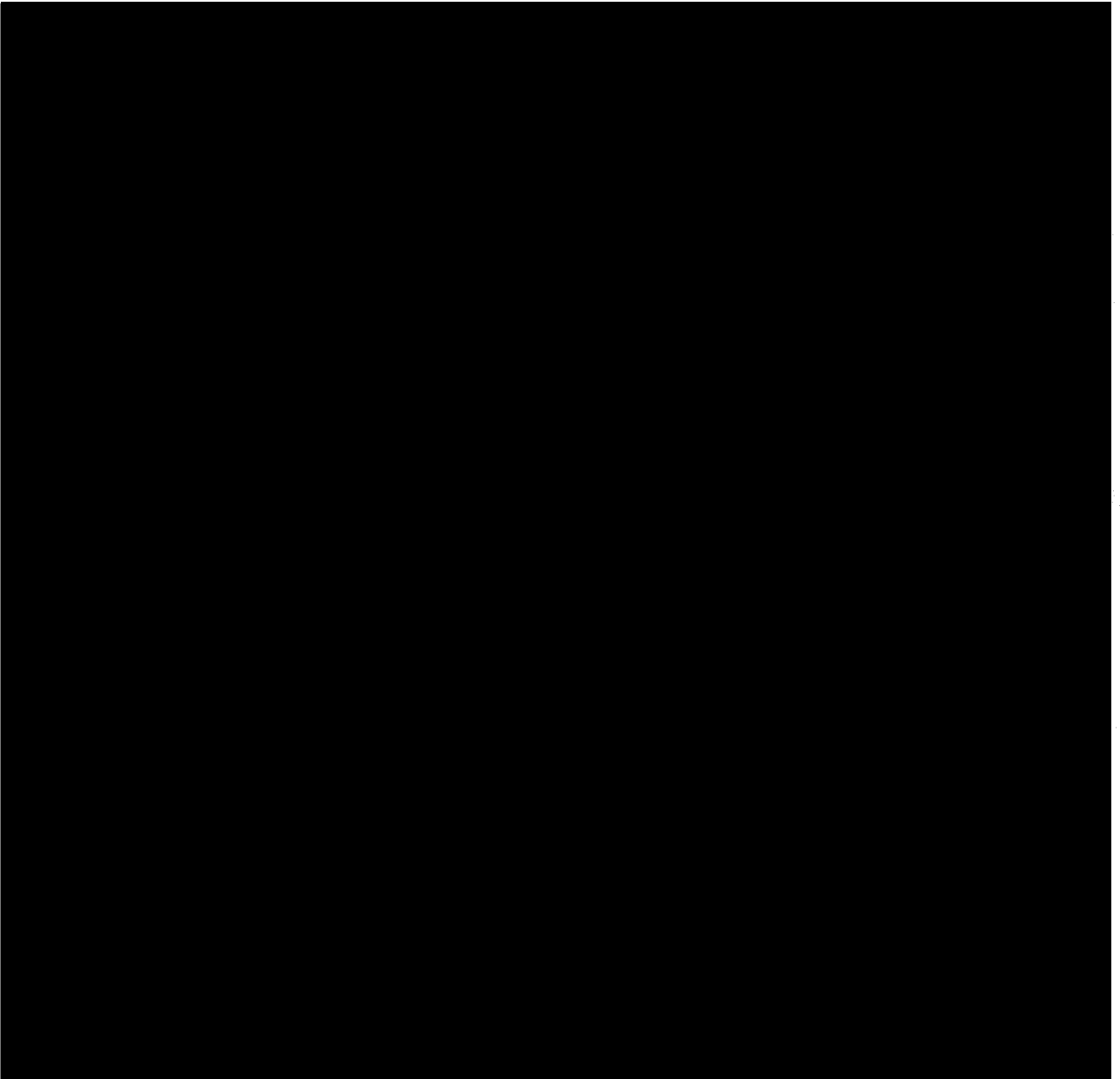


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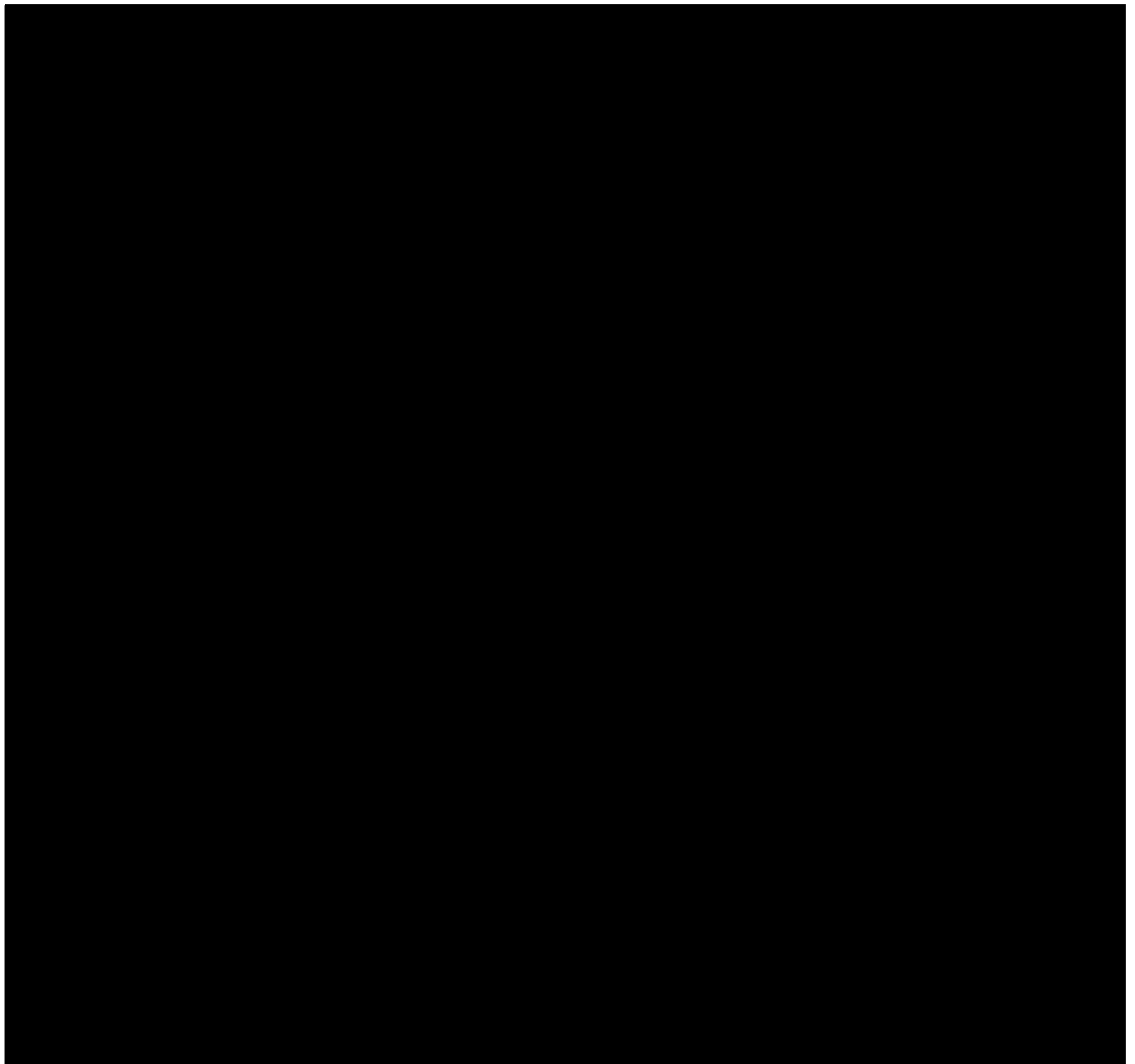
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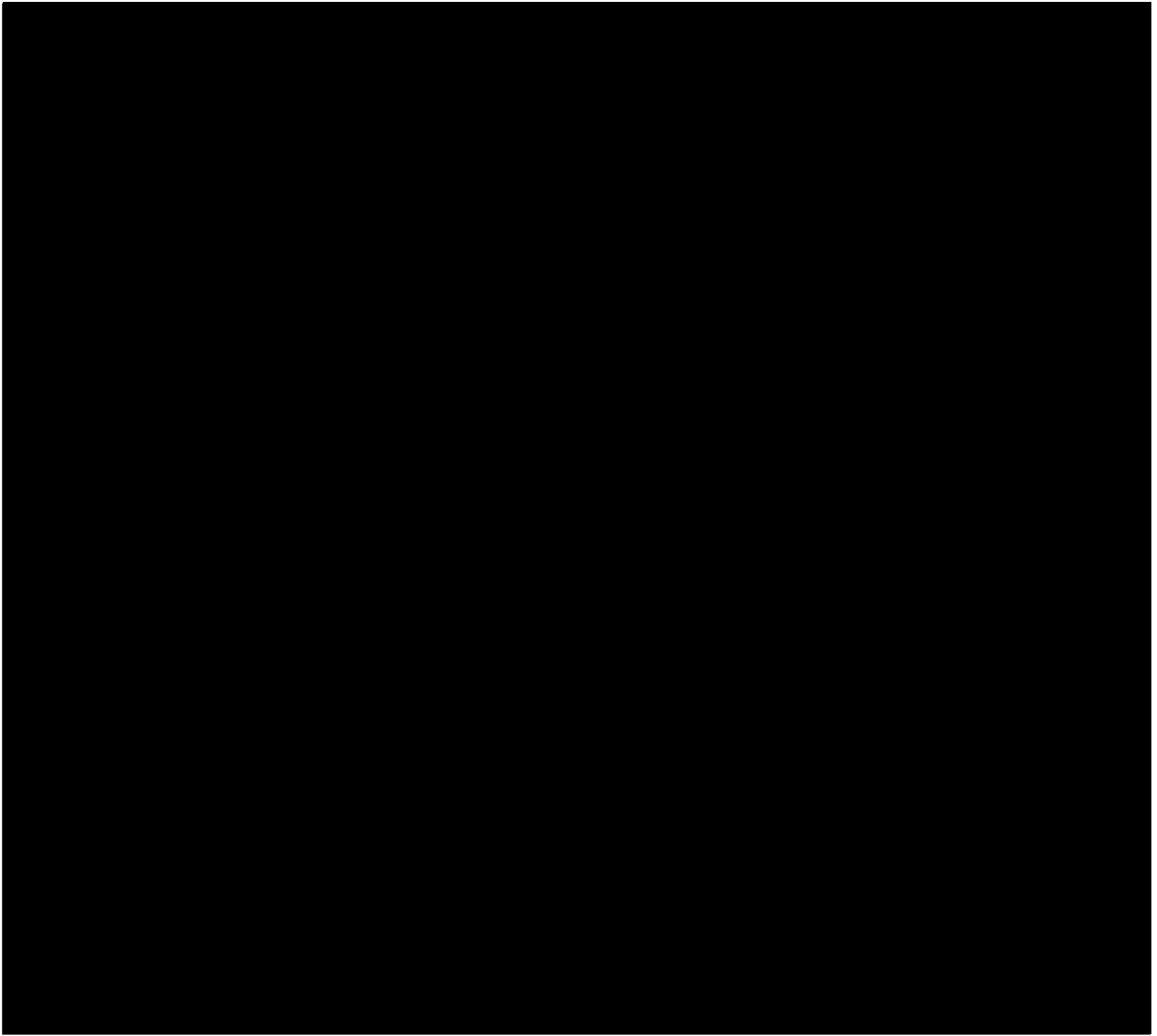
We will refer to candidates as Active and Passive. Just want to give participants the general idea of what each means, so they understand when we reference these terms moving forward.

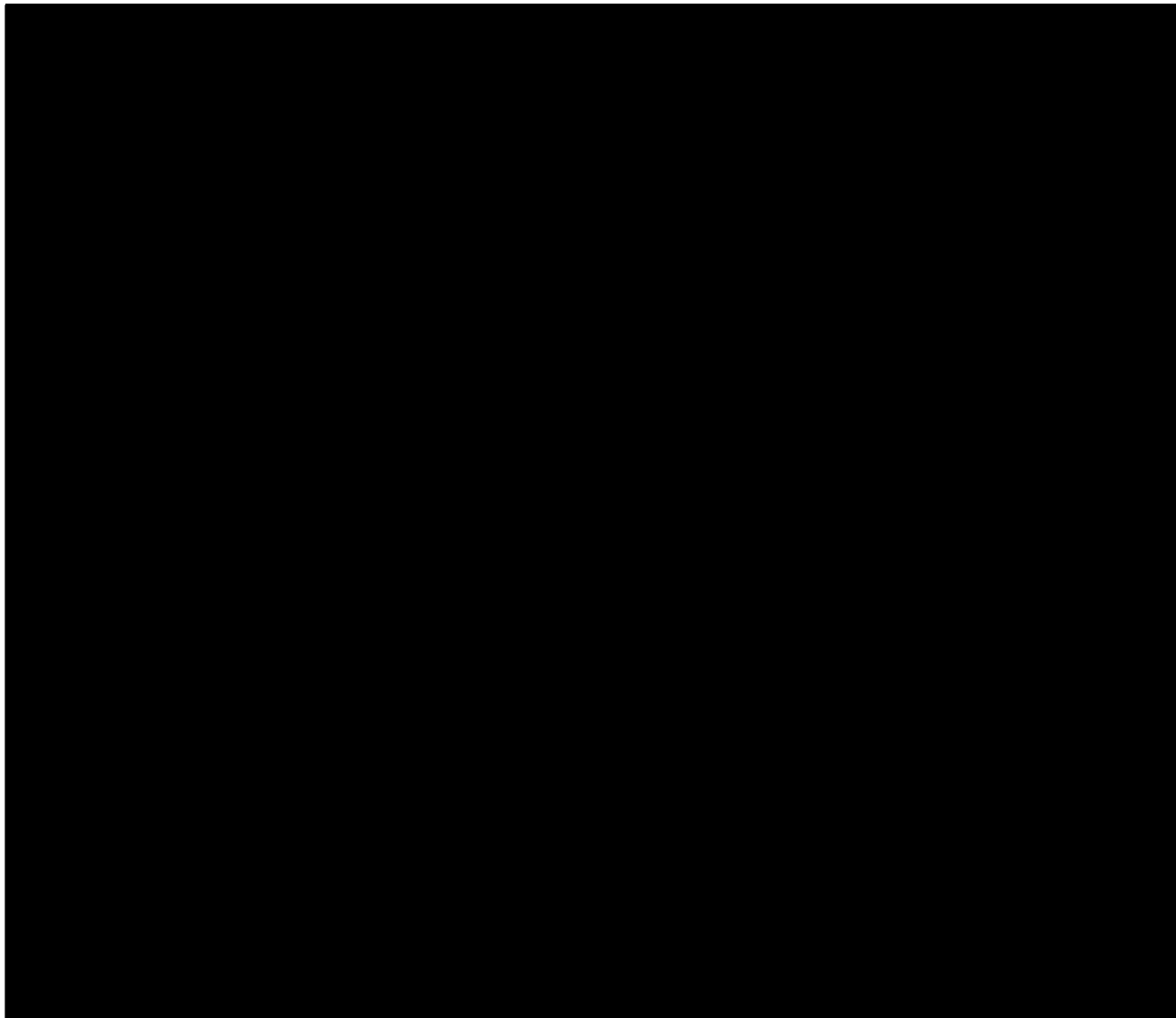


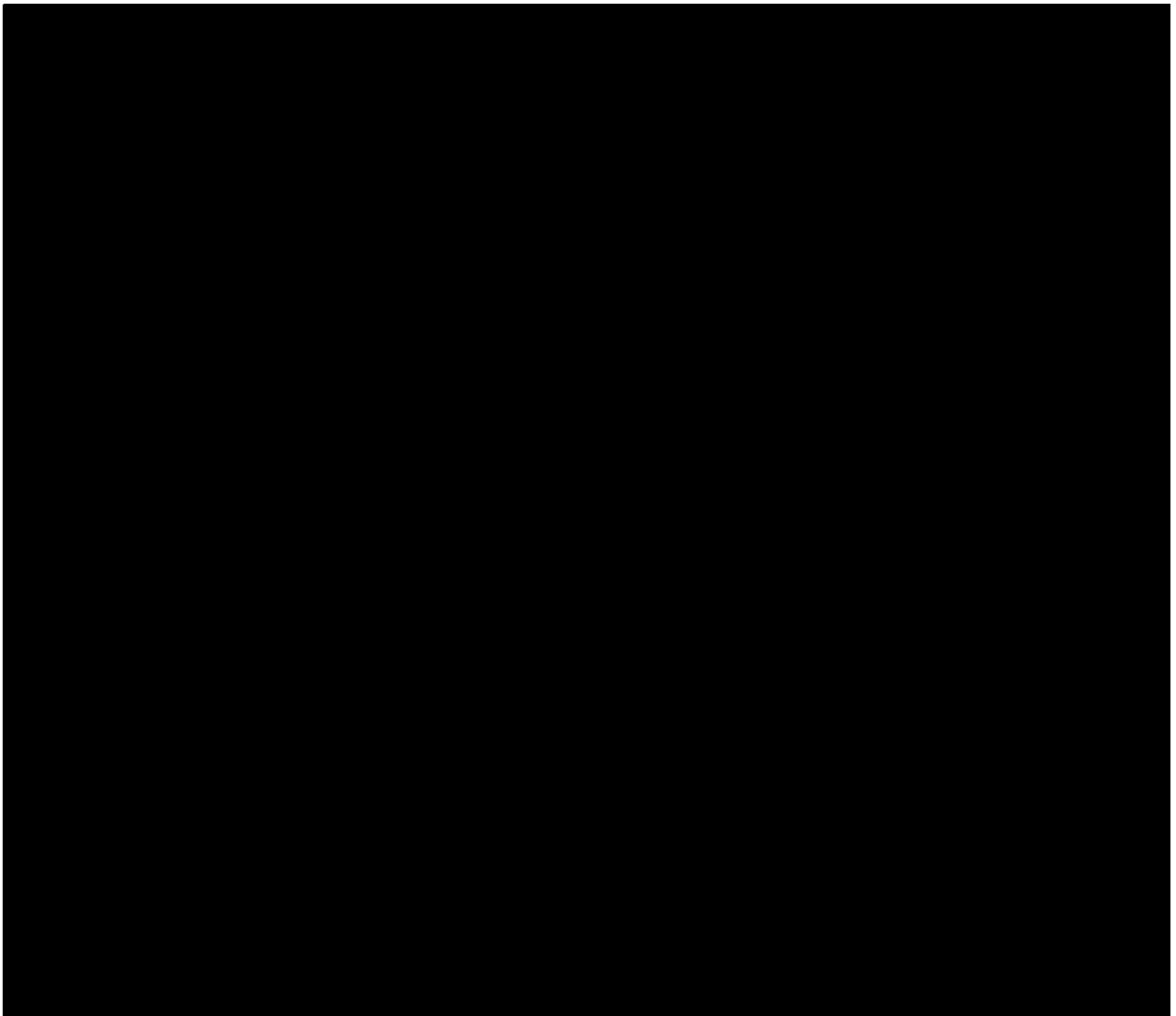


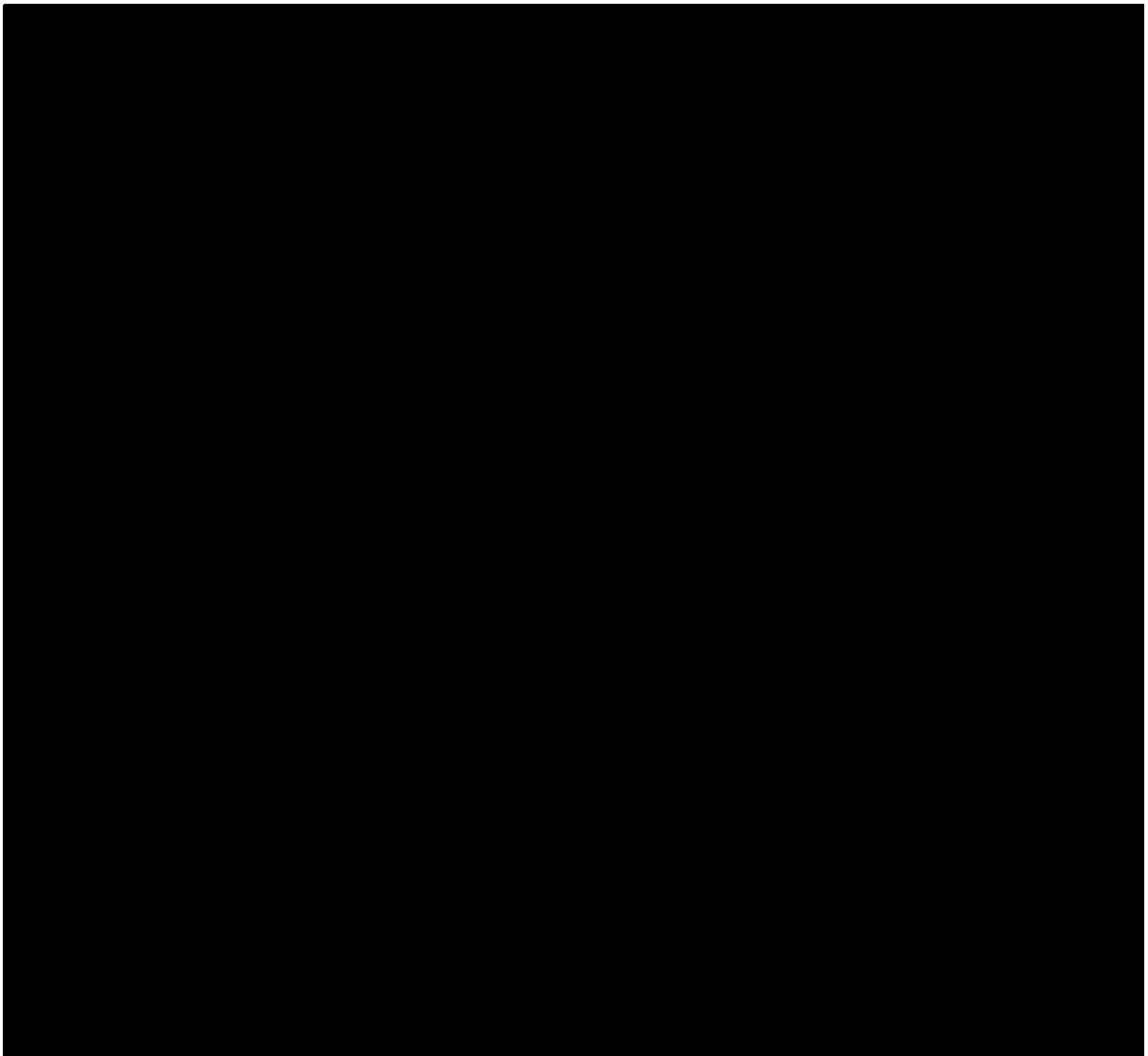




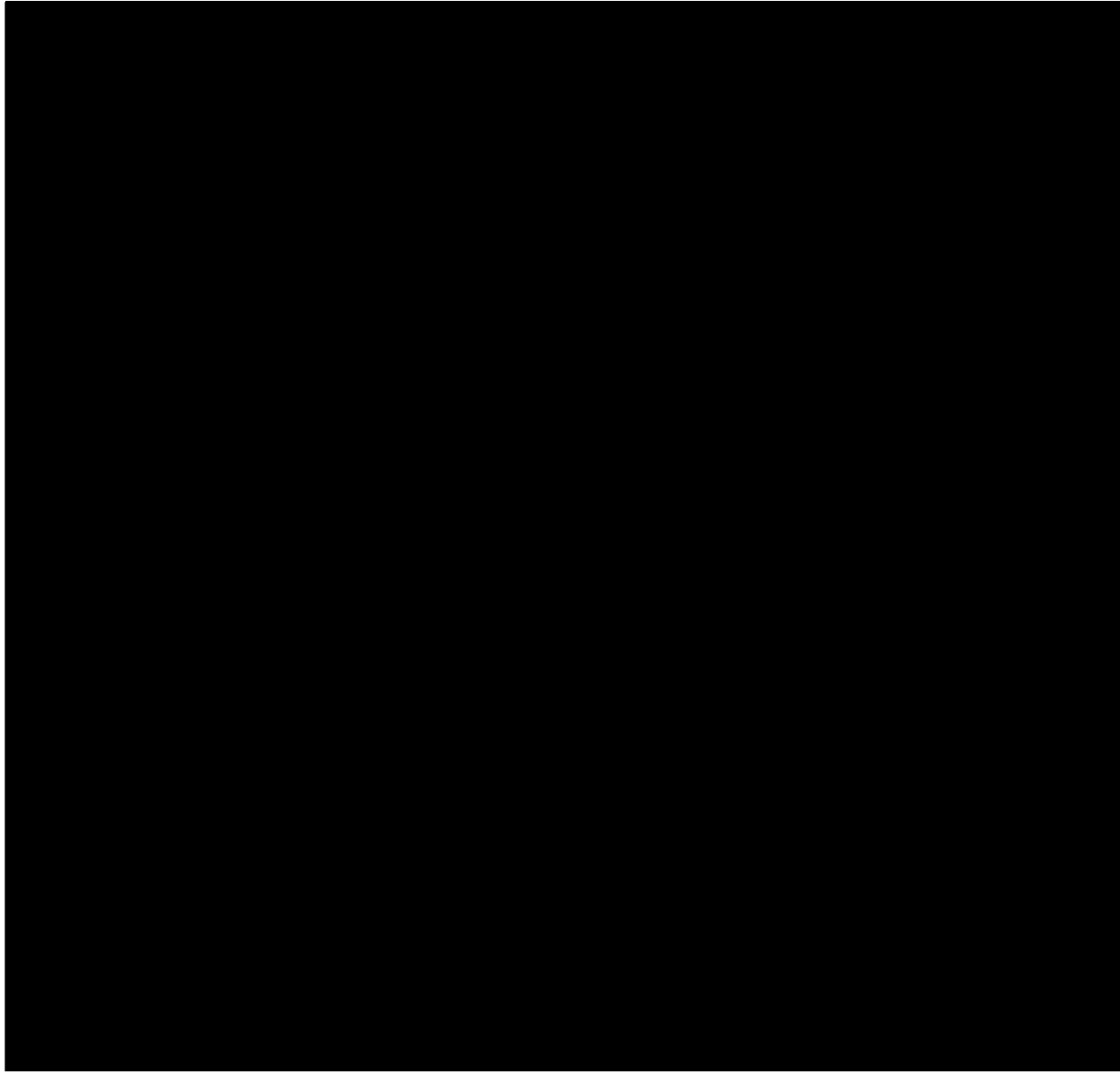


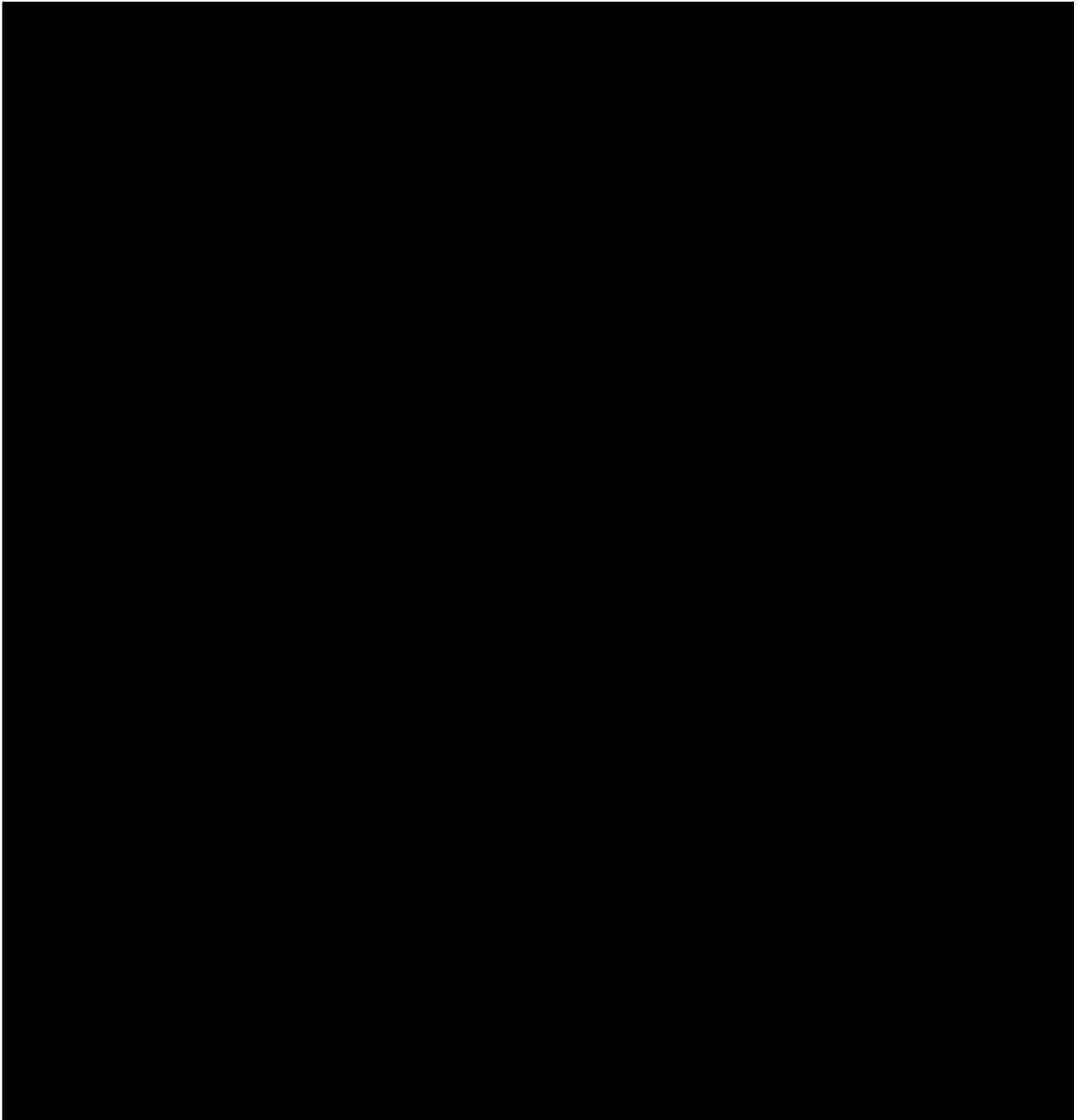


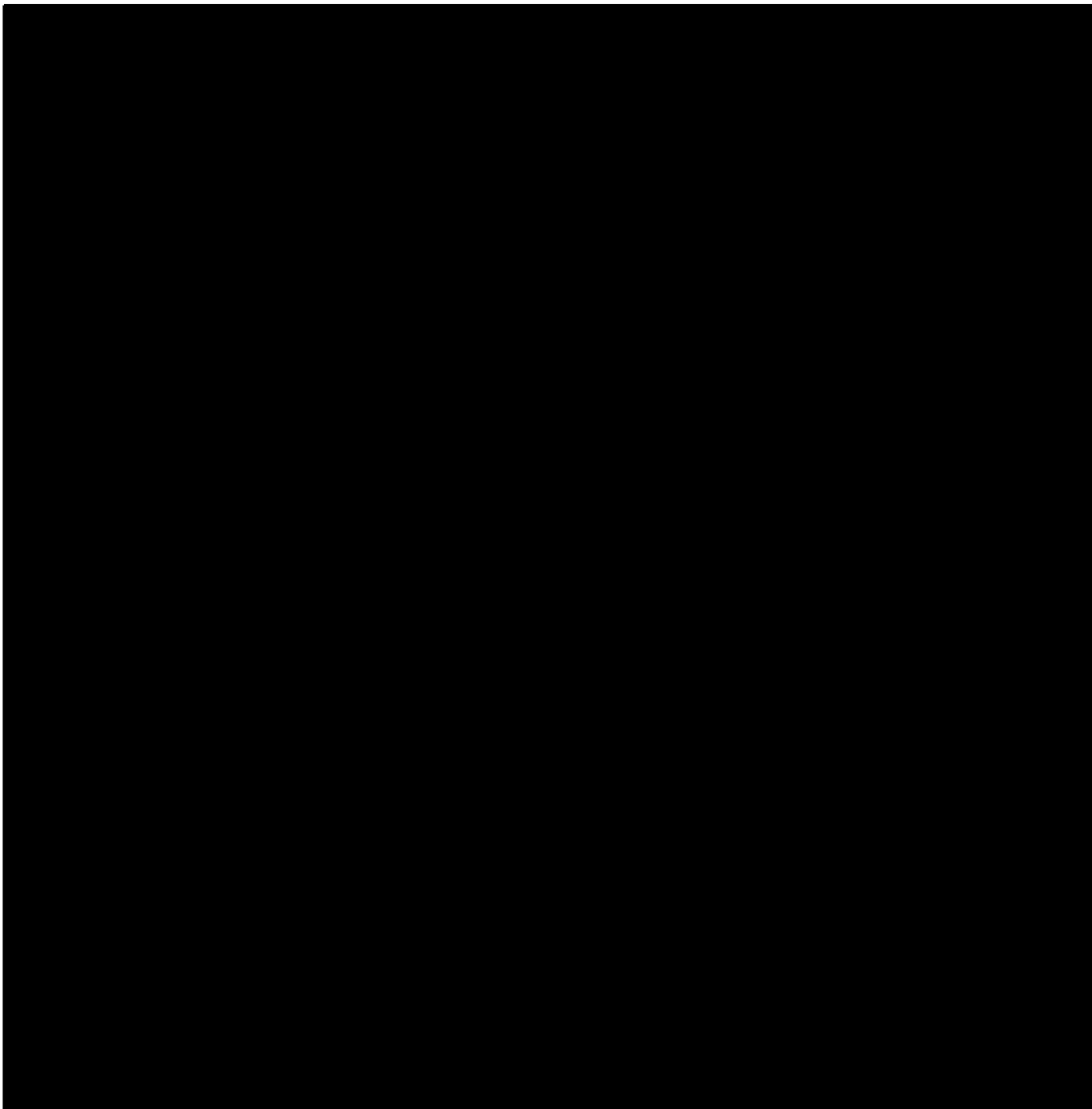


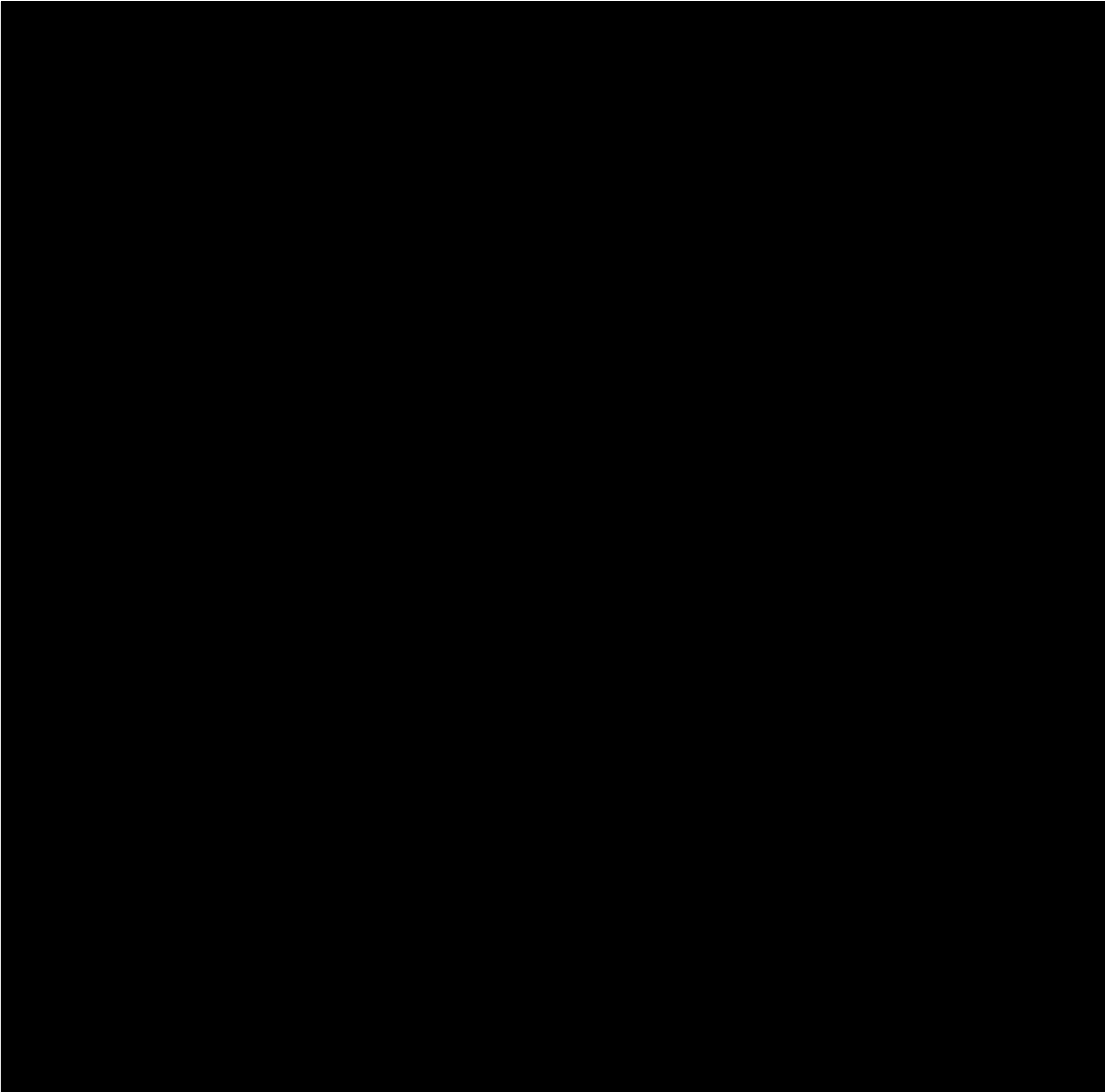


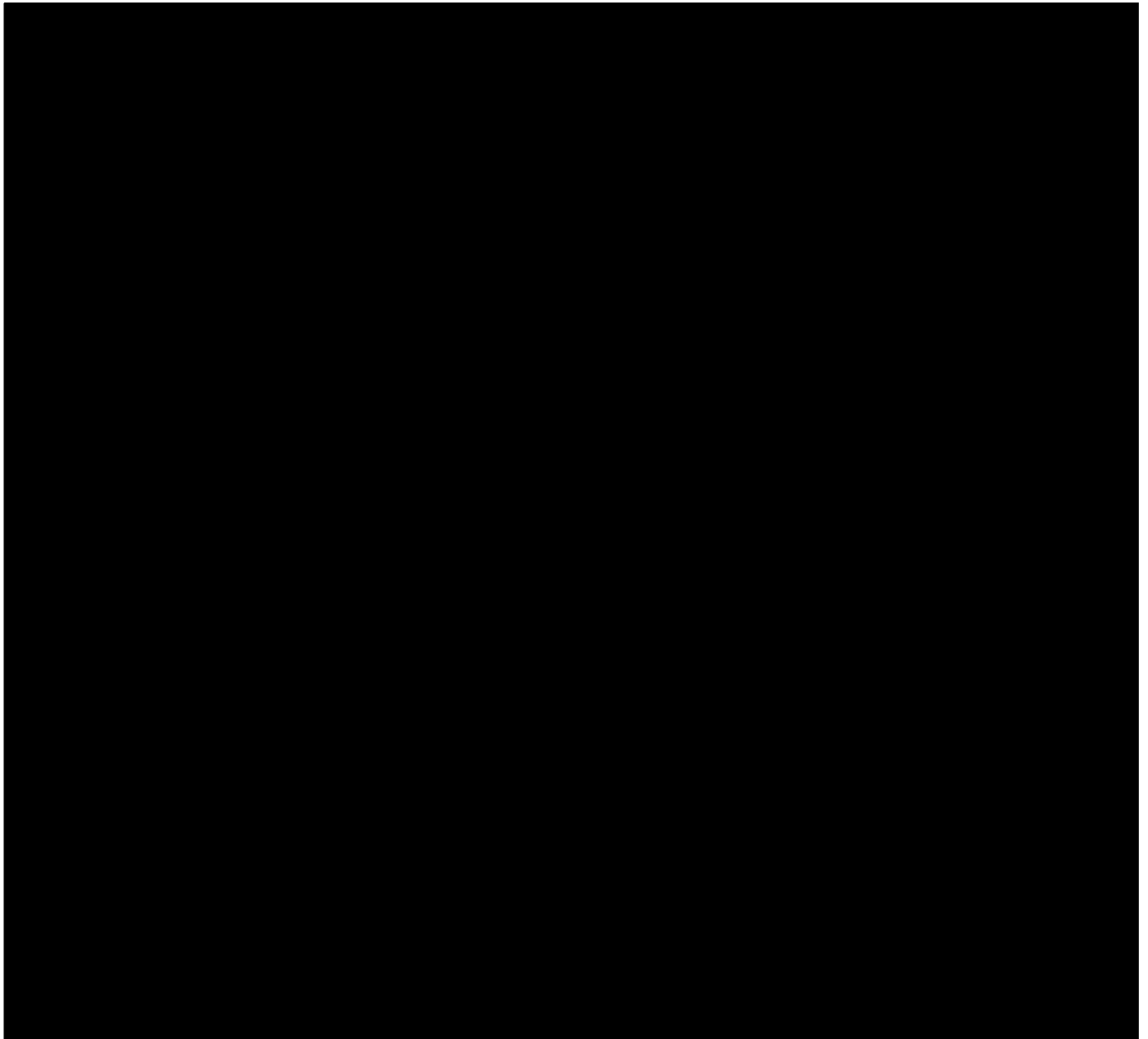


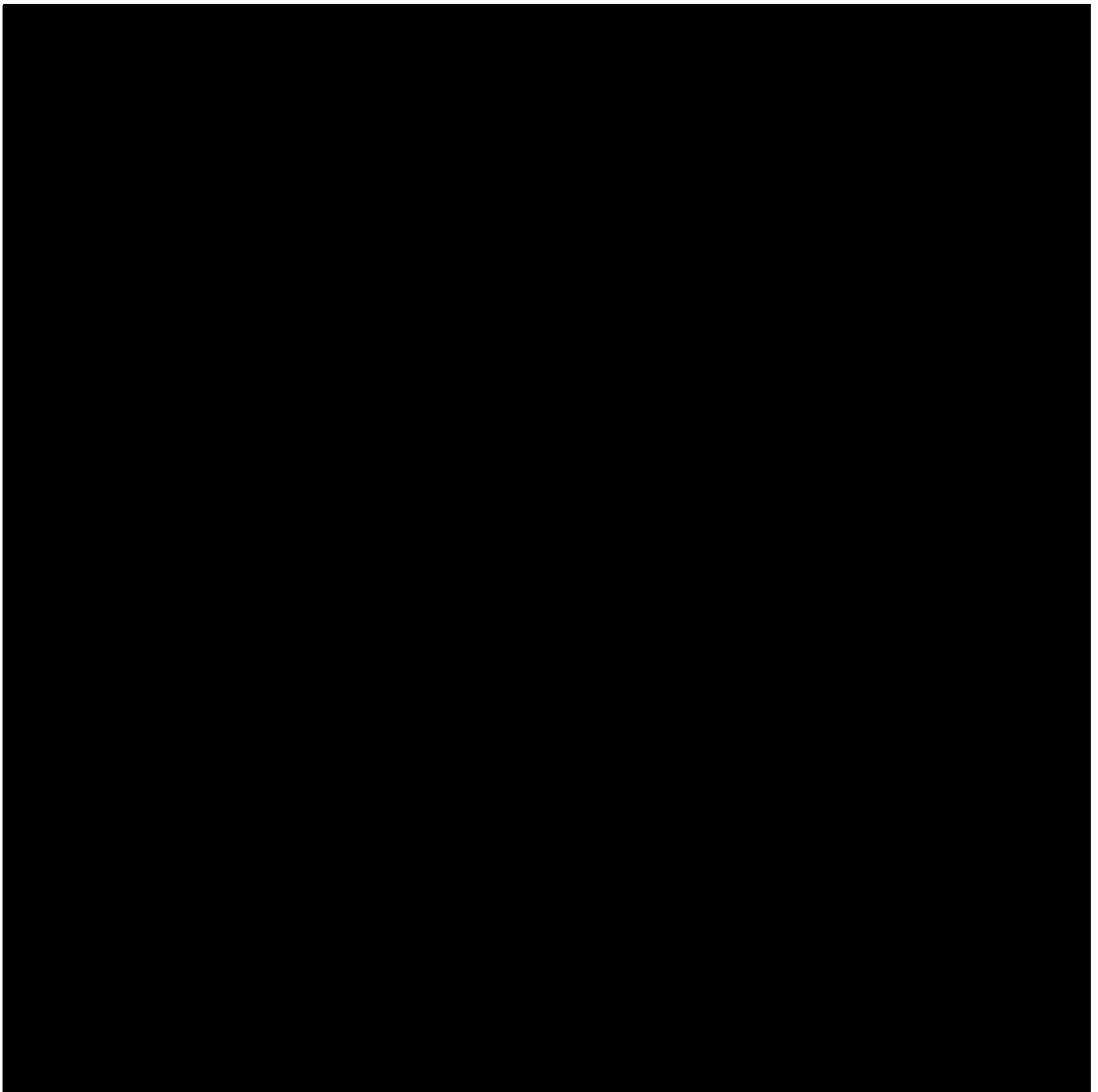




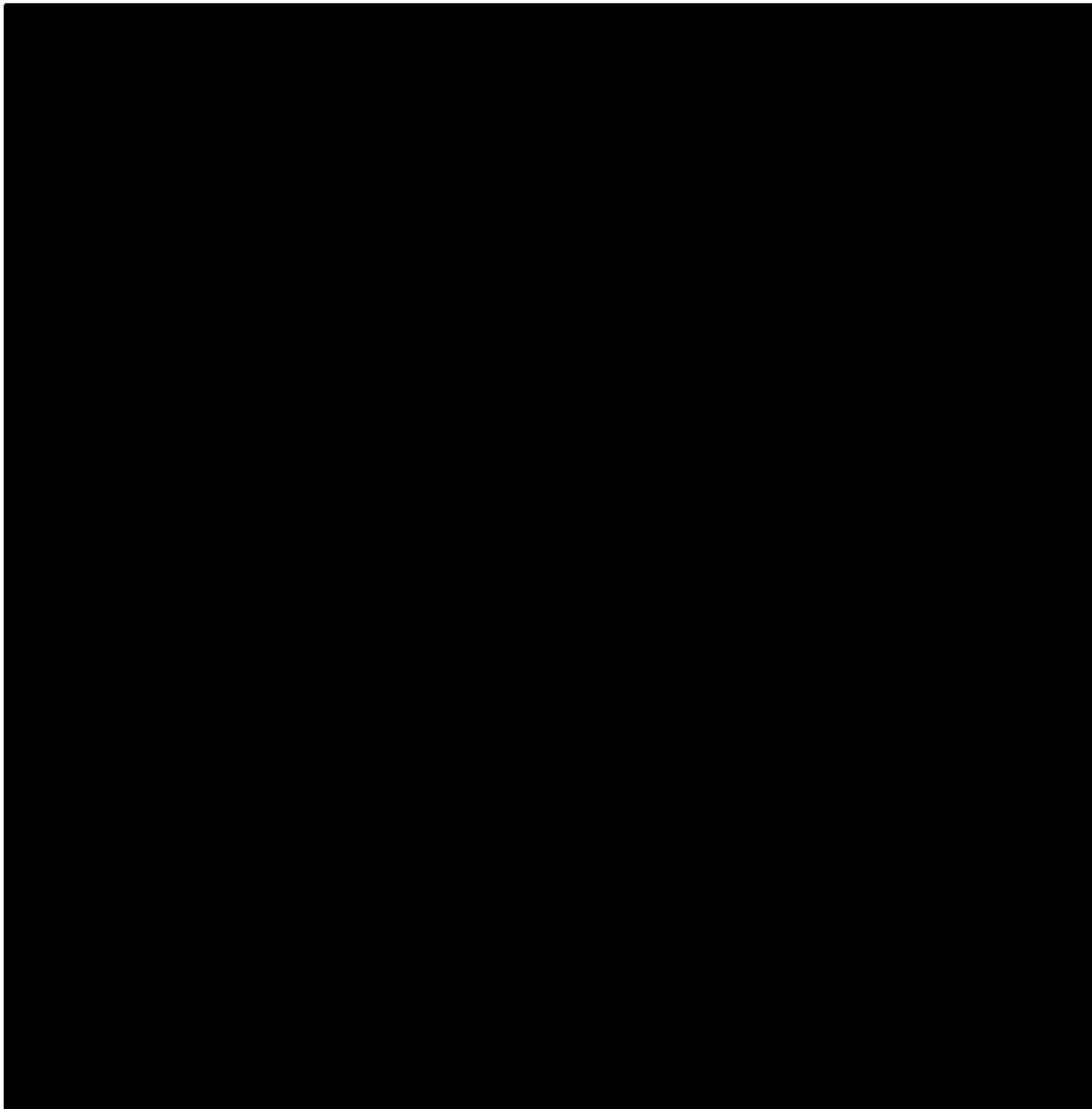


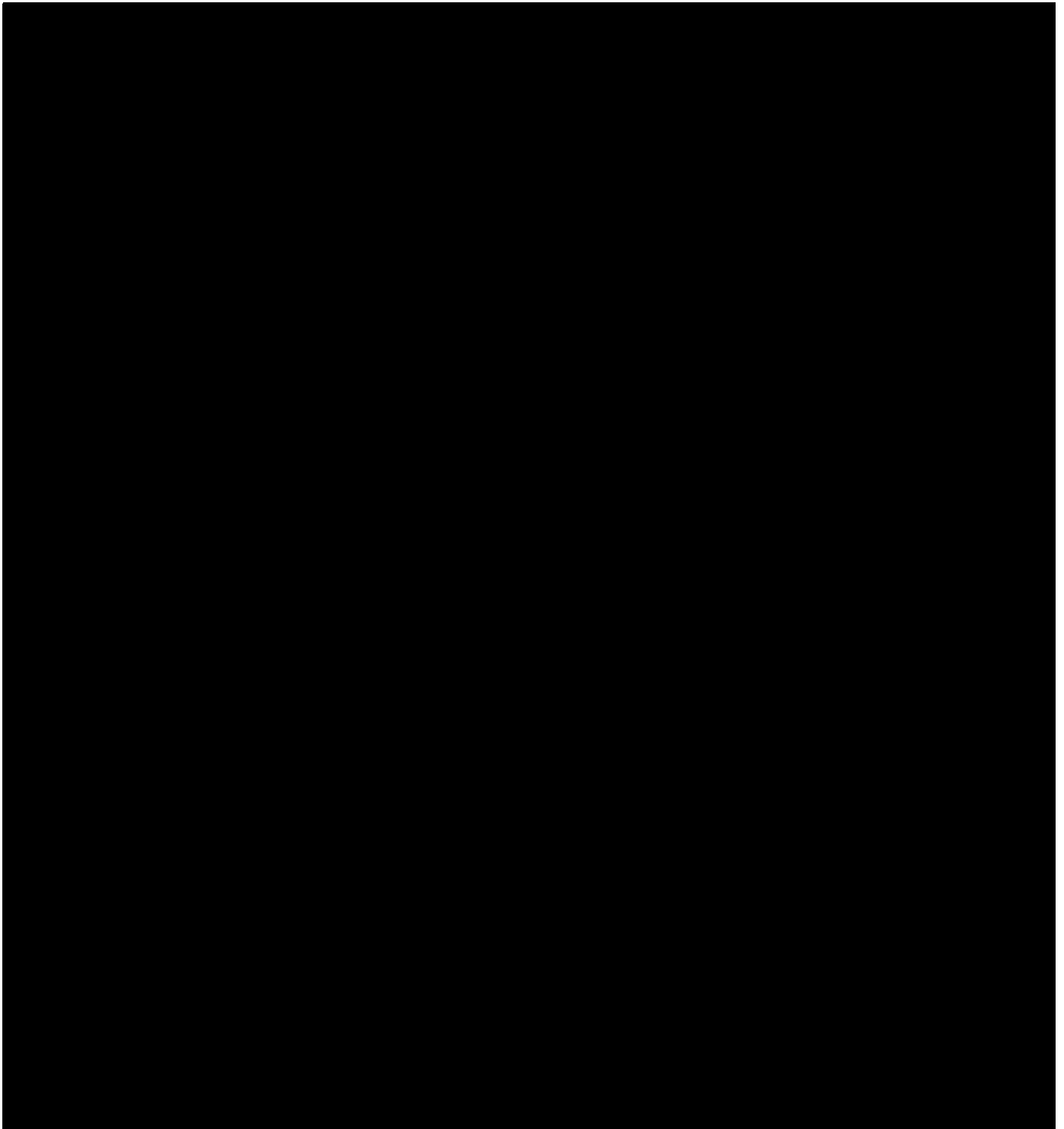


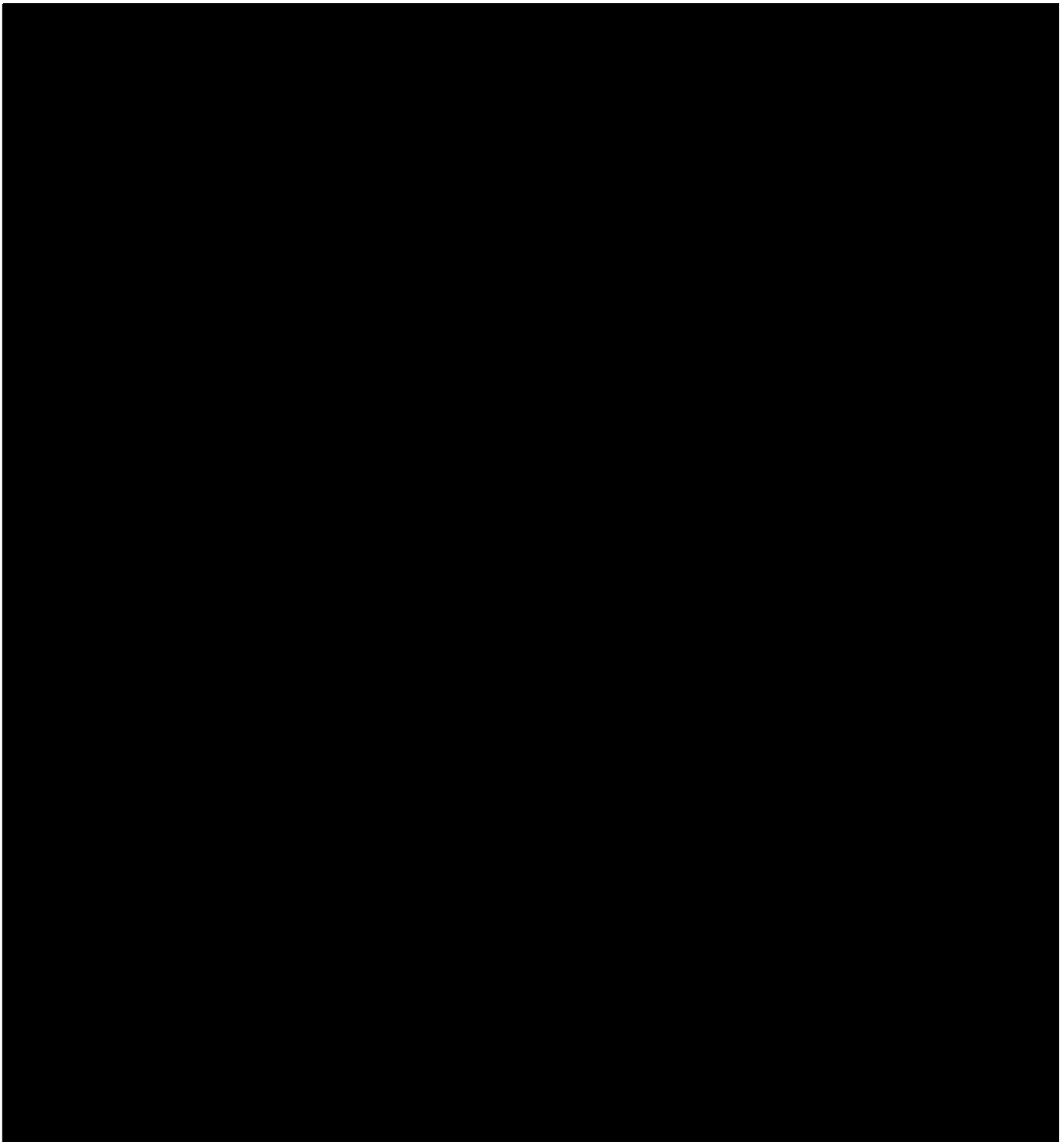


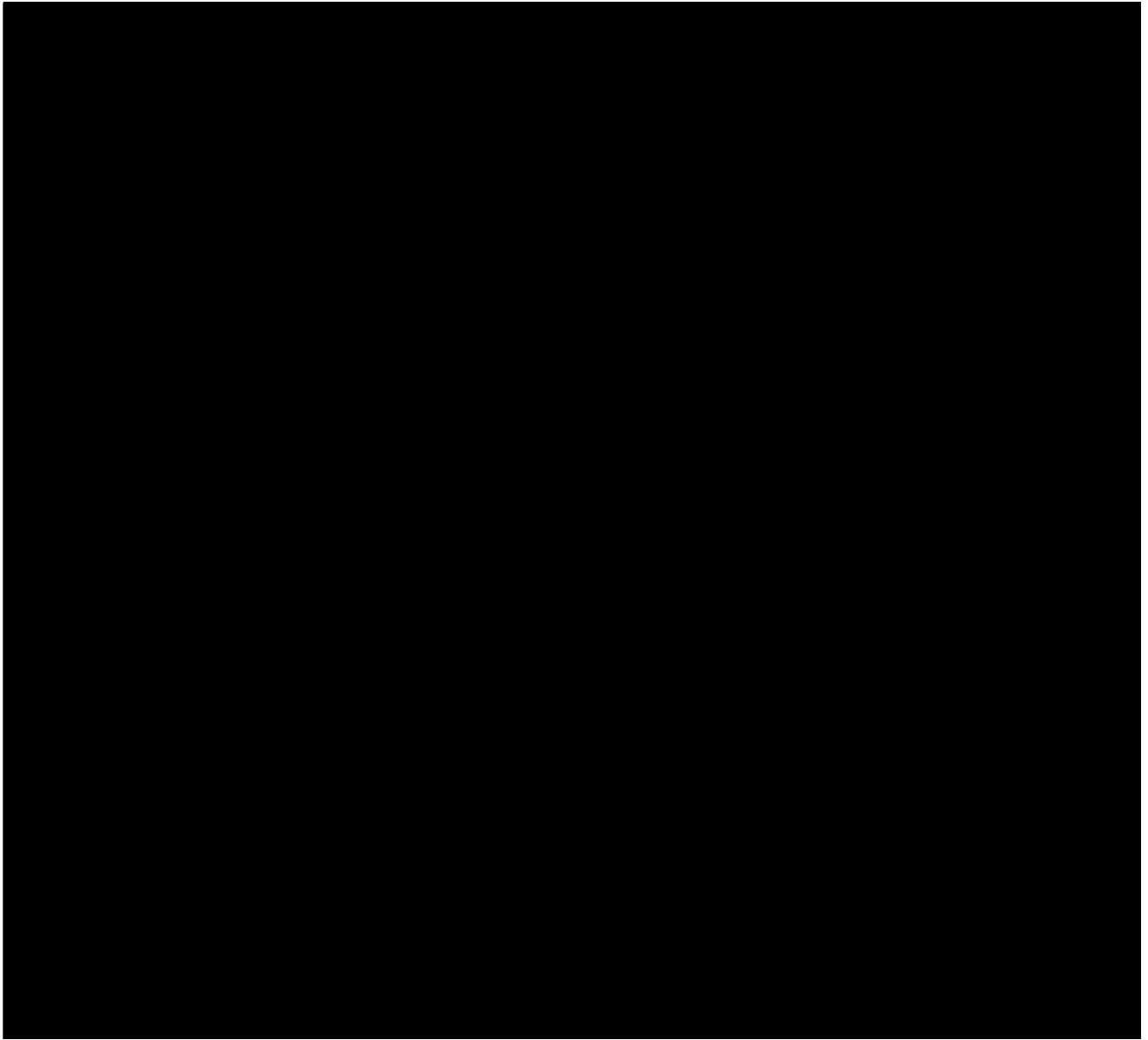


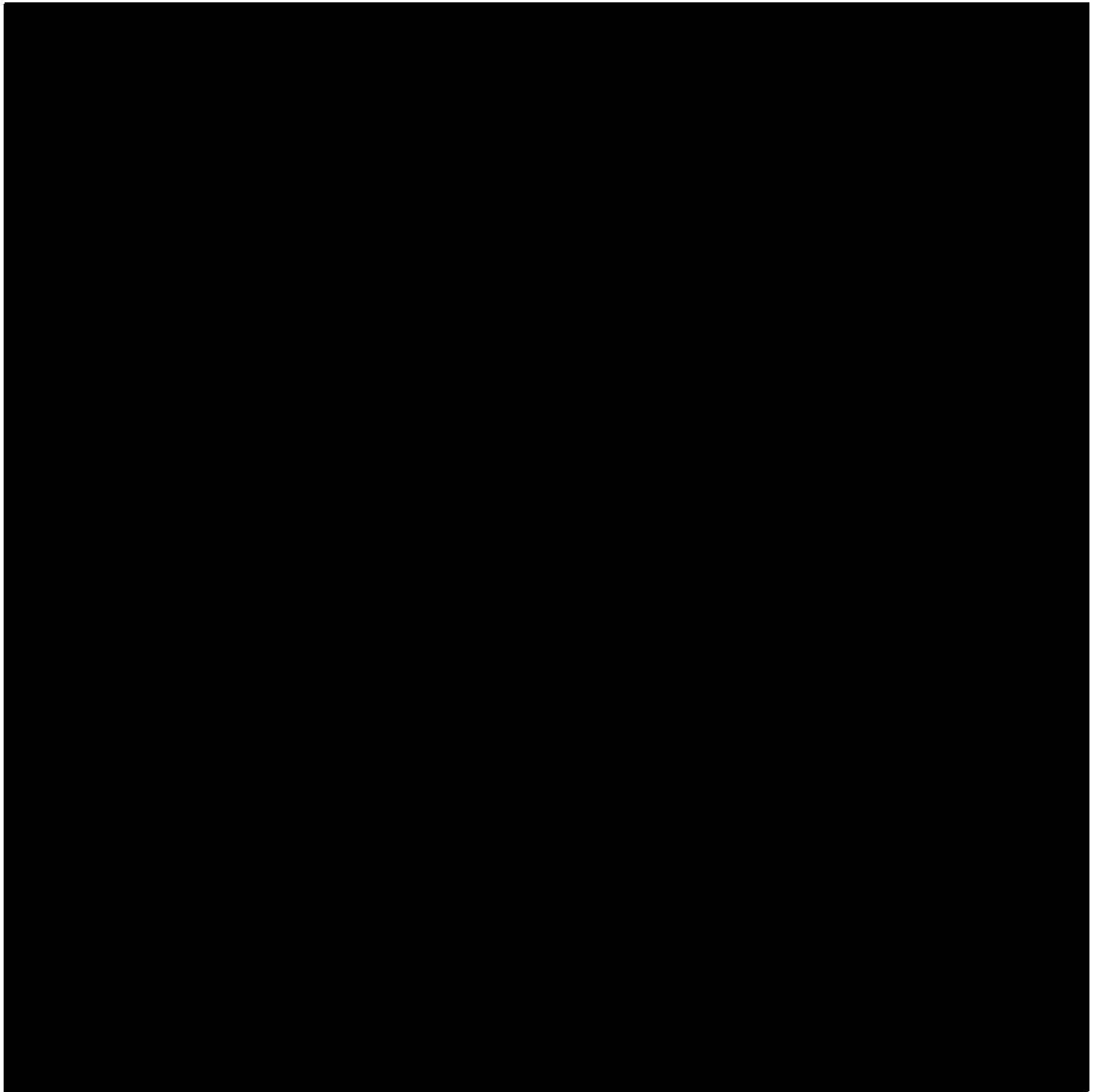


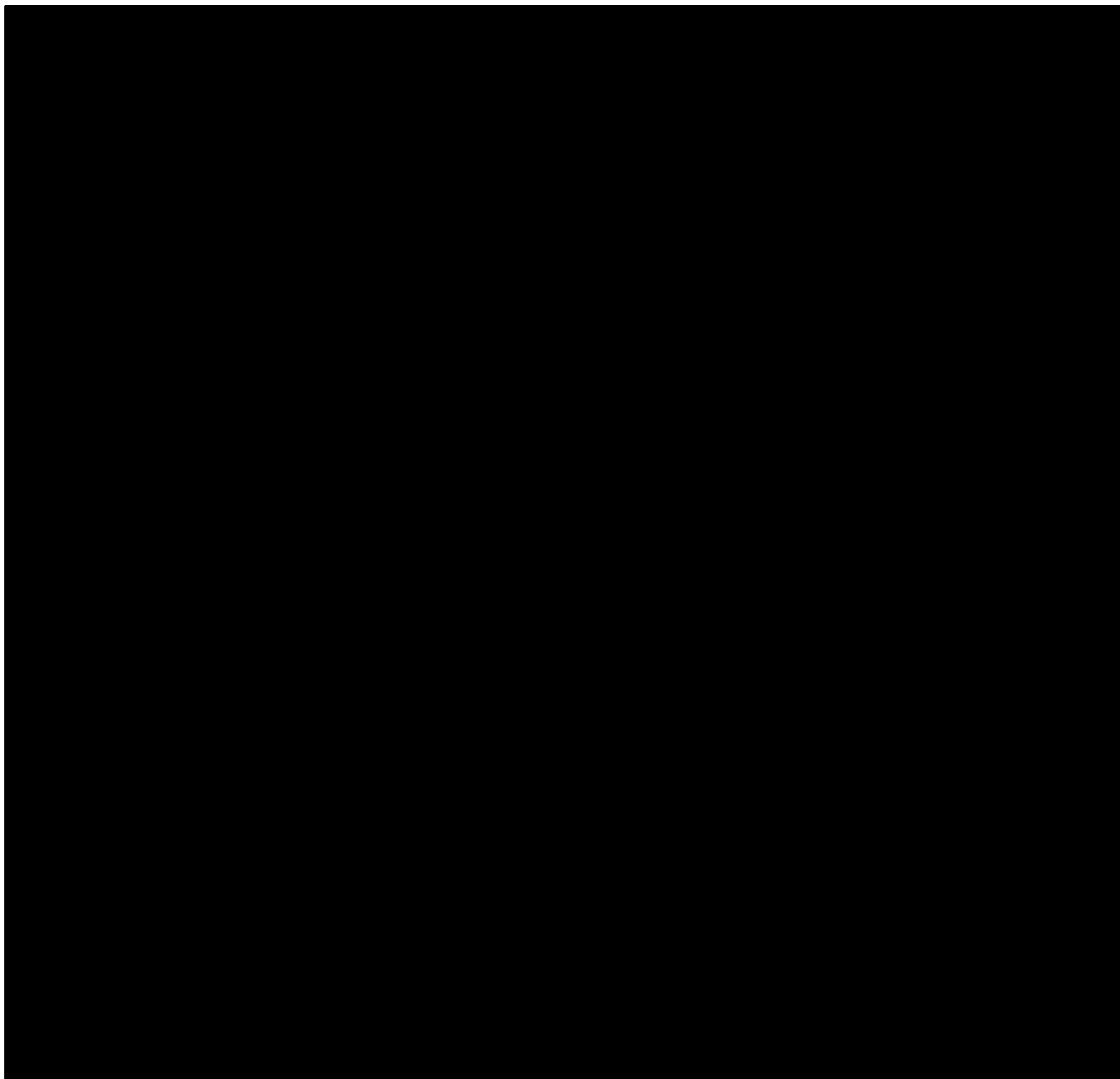


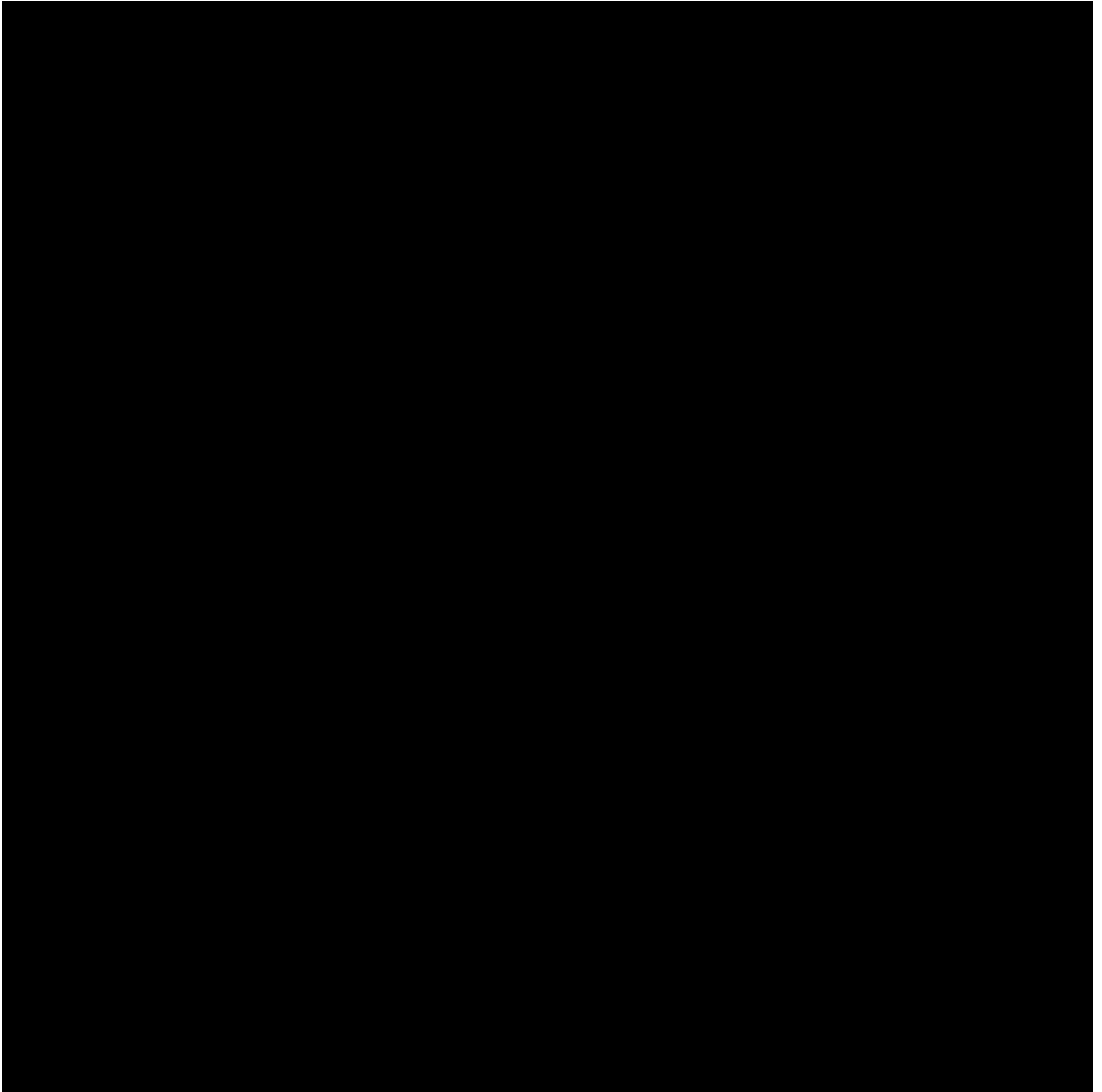


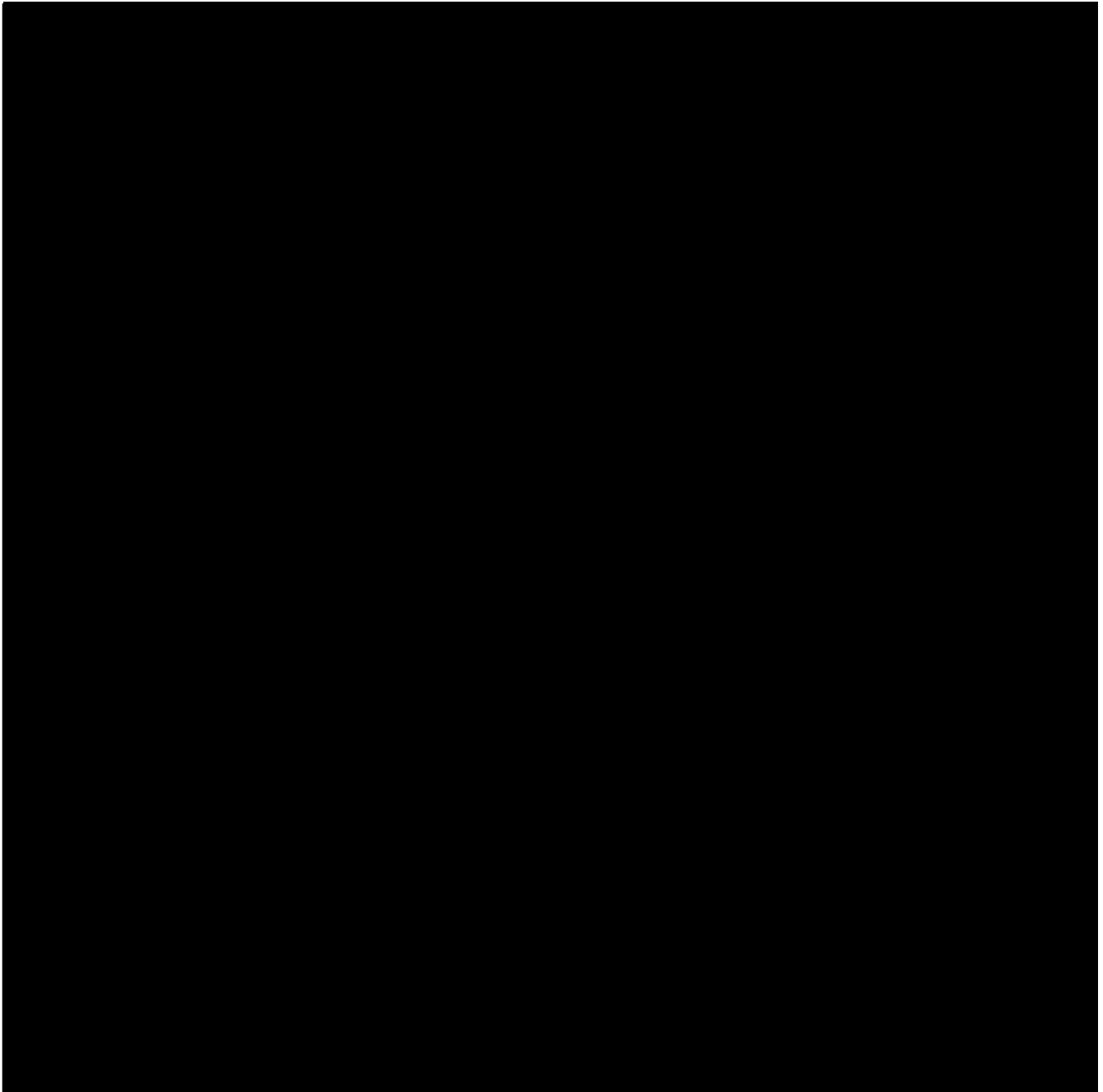


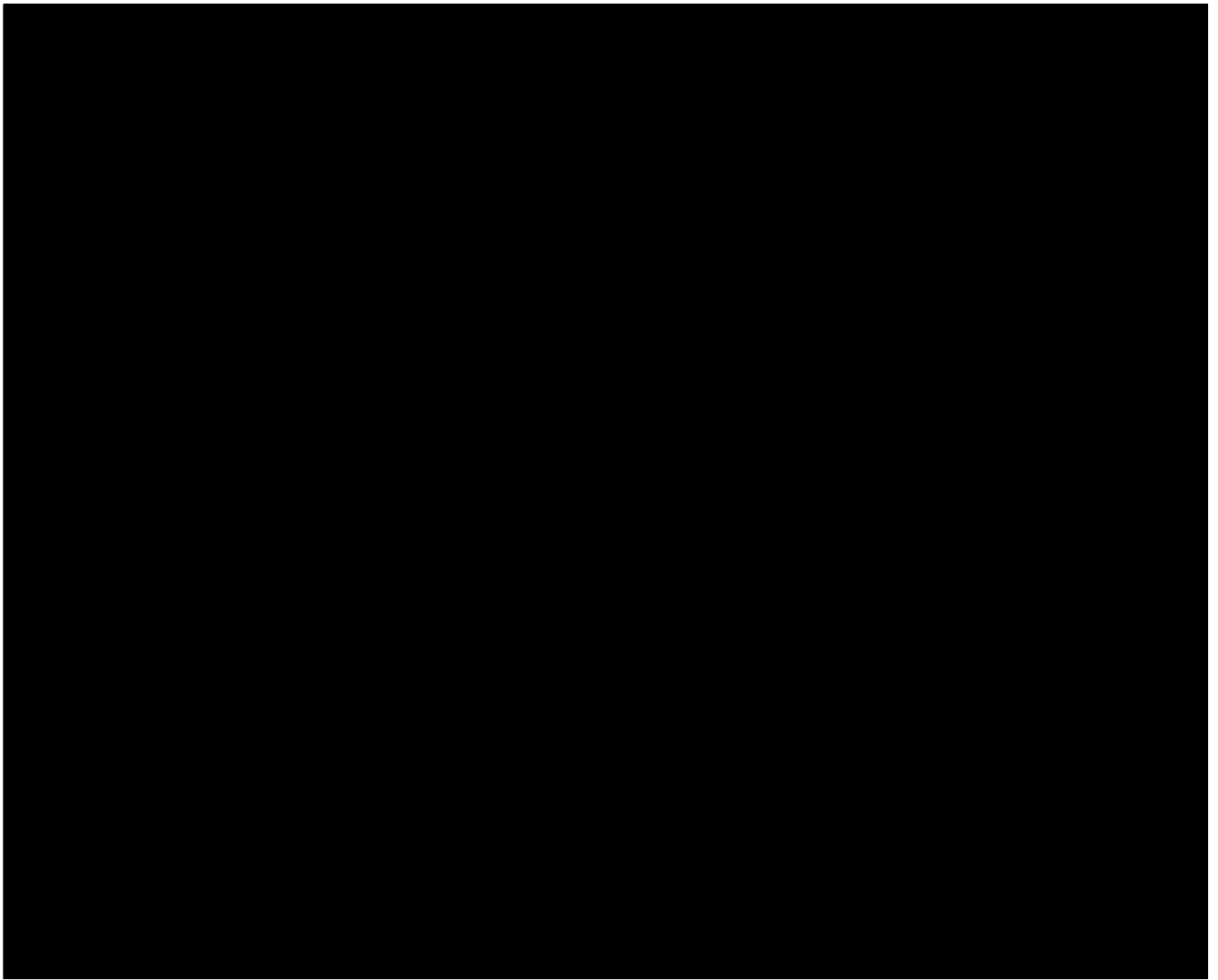


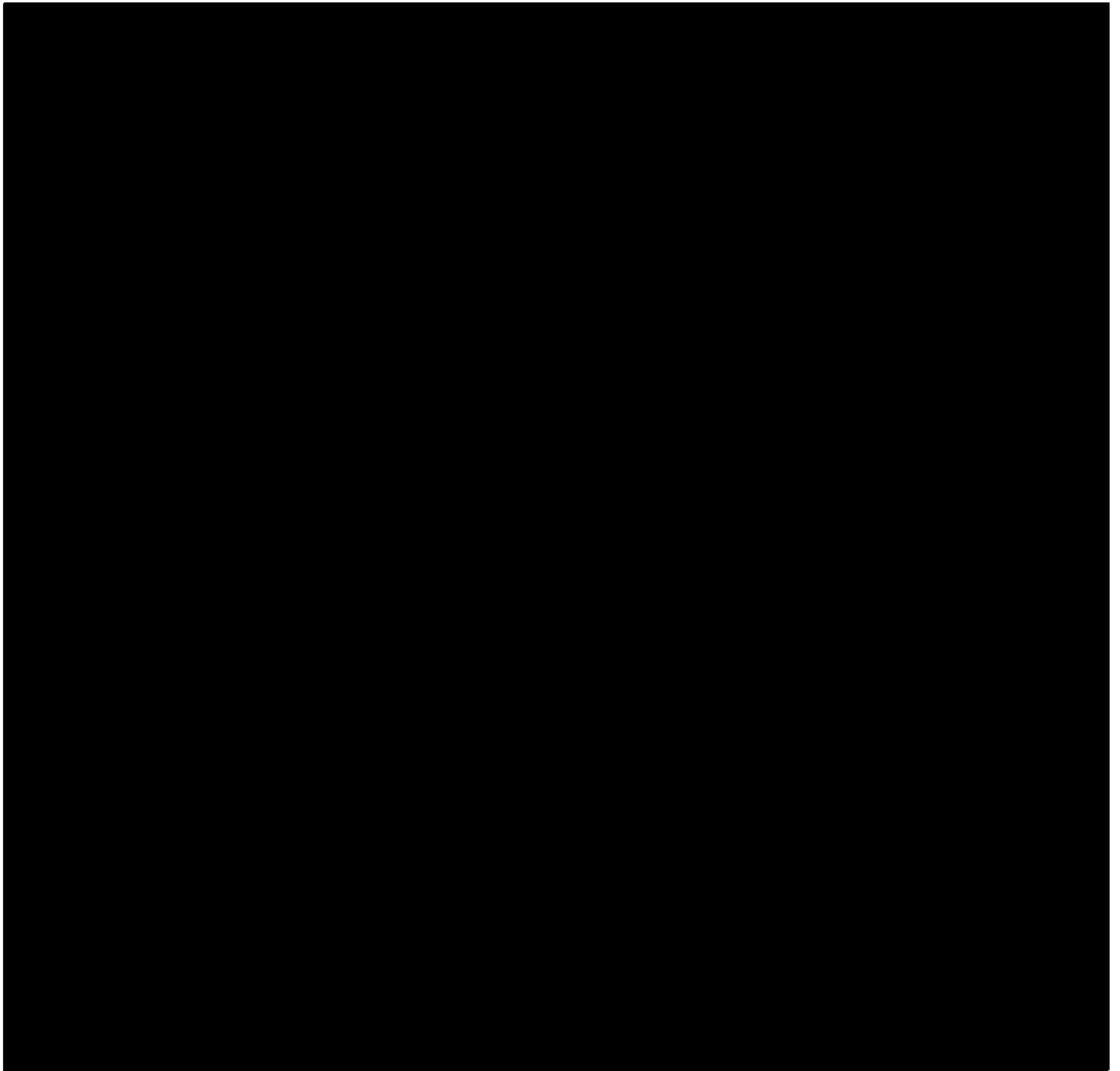


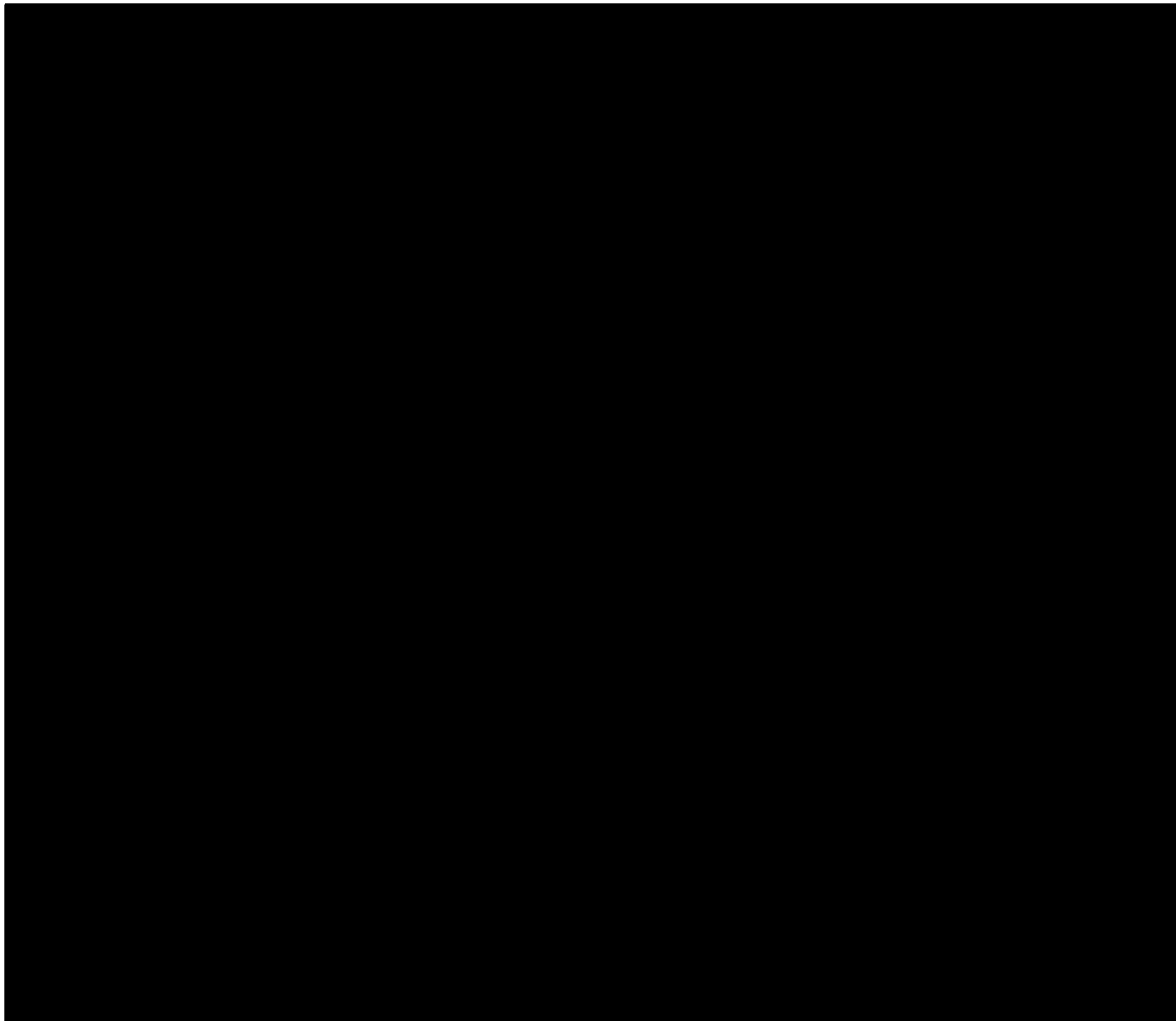


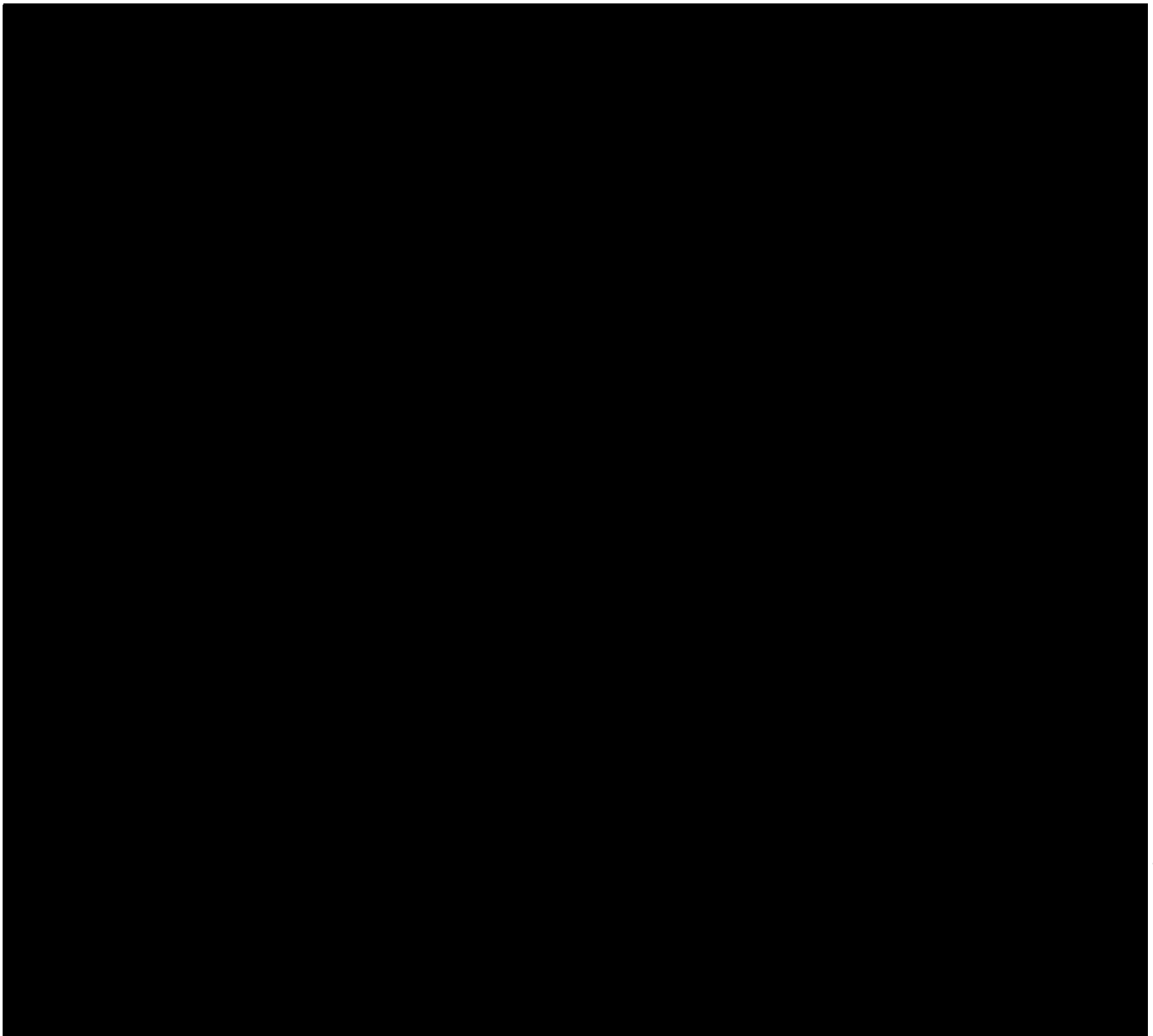


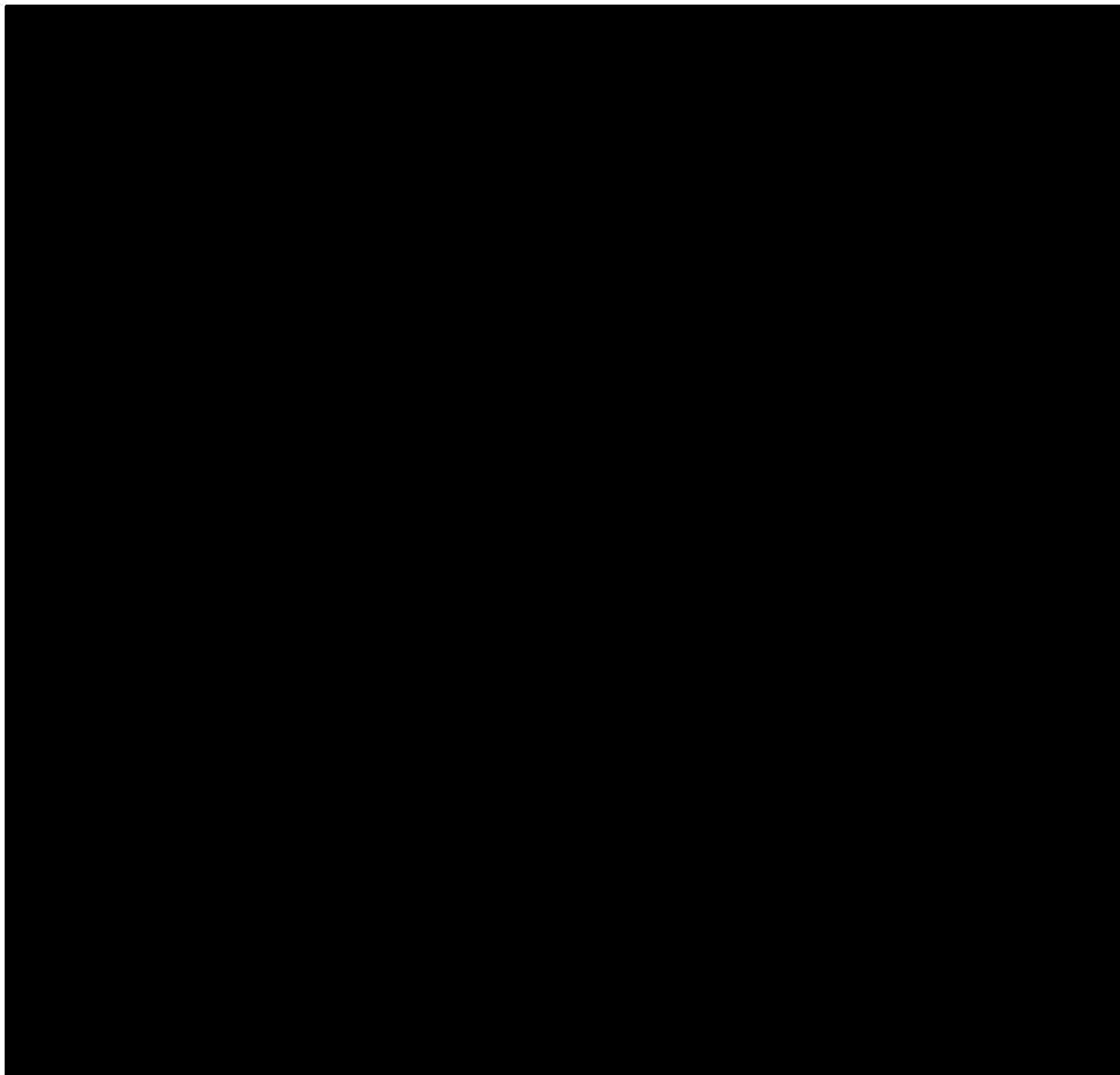


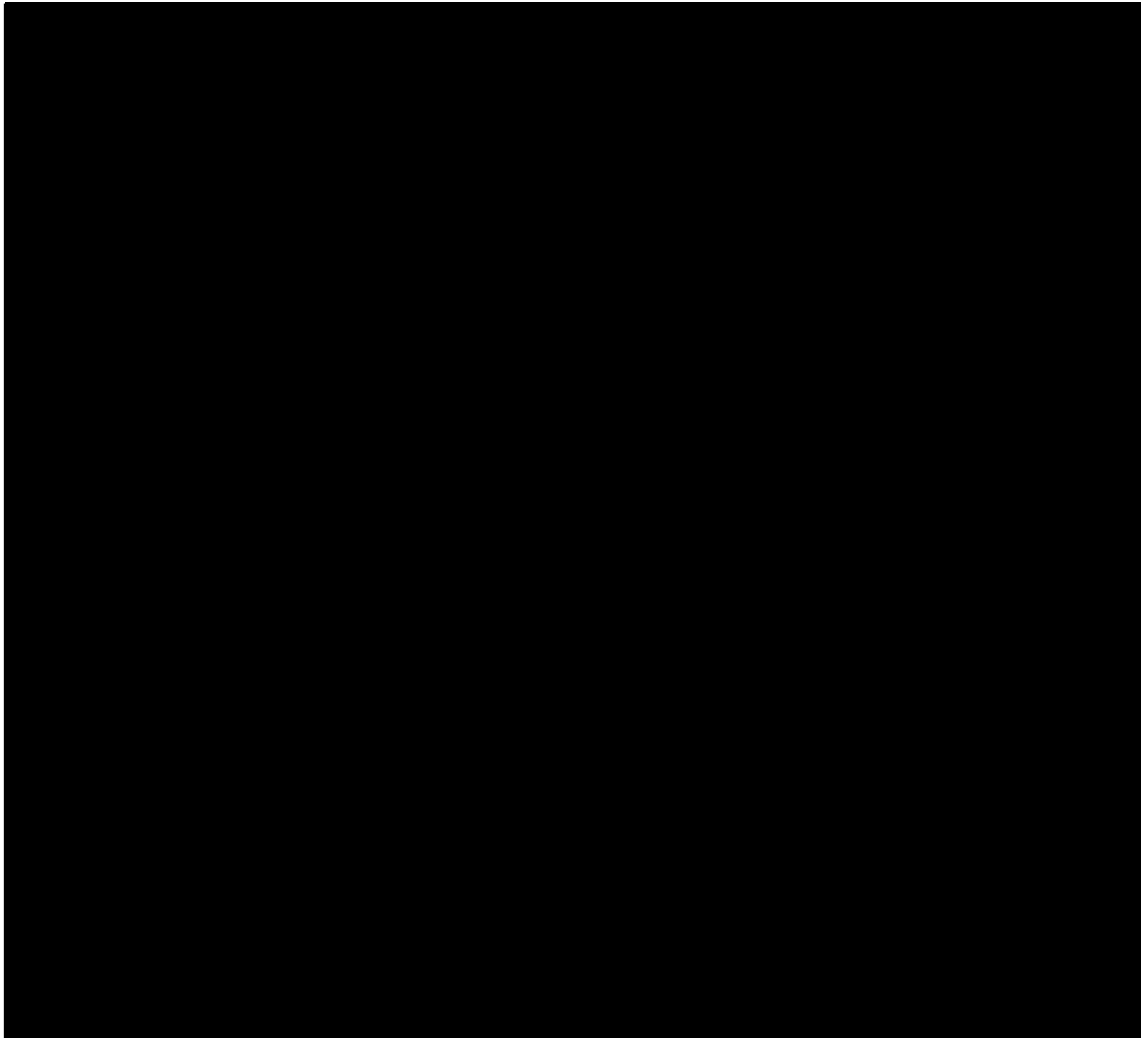


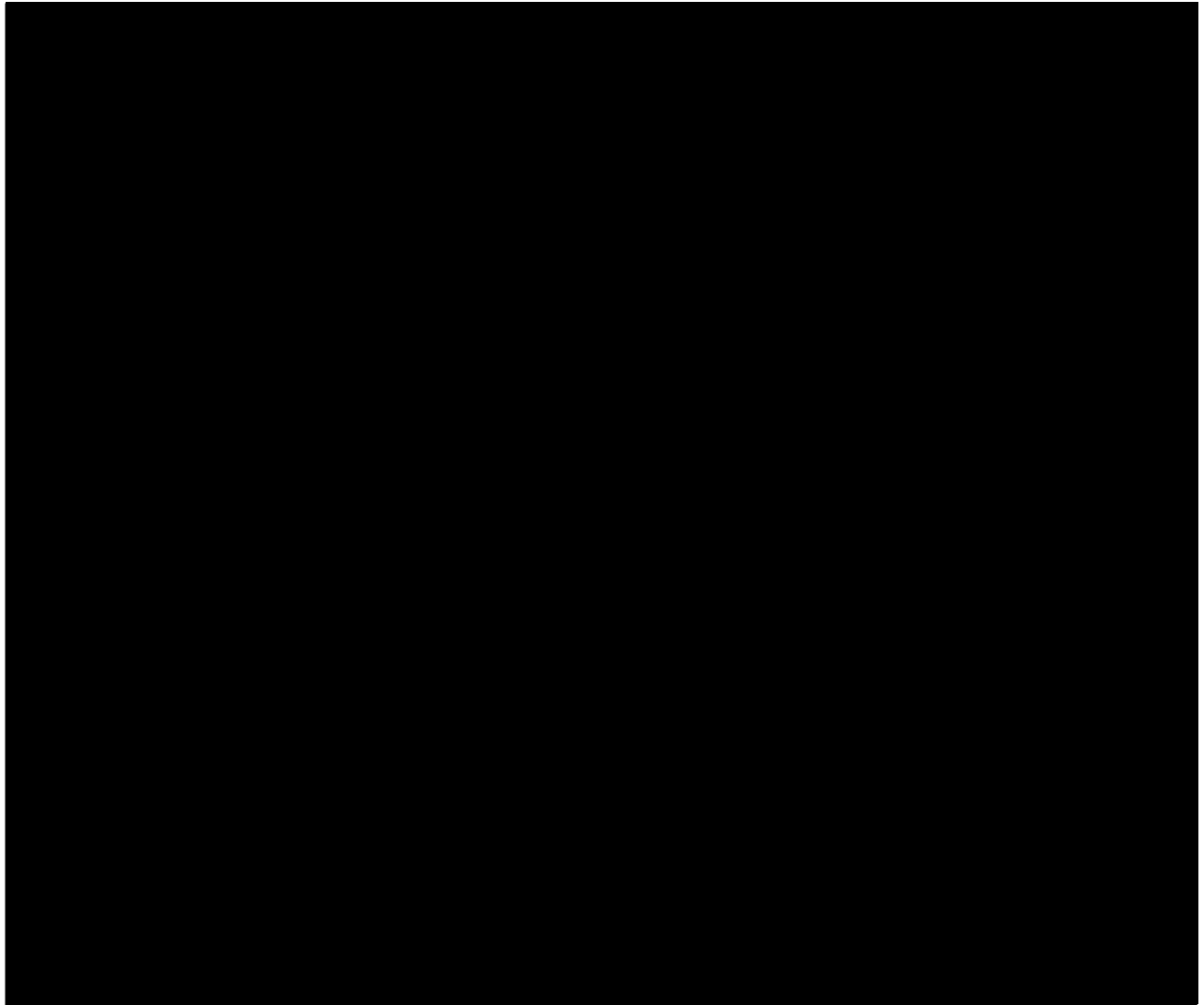


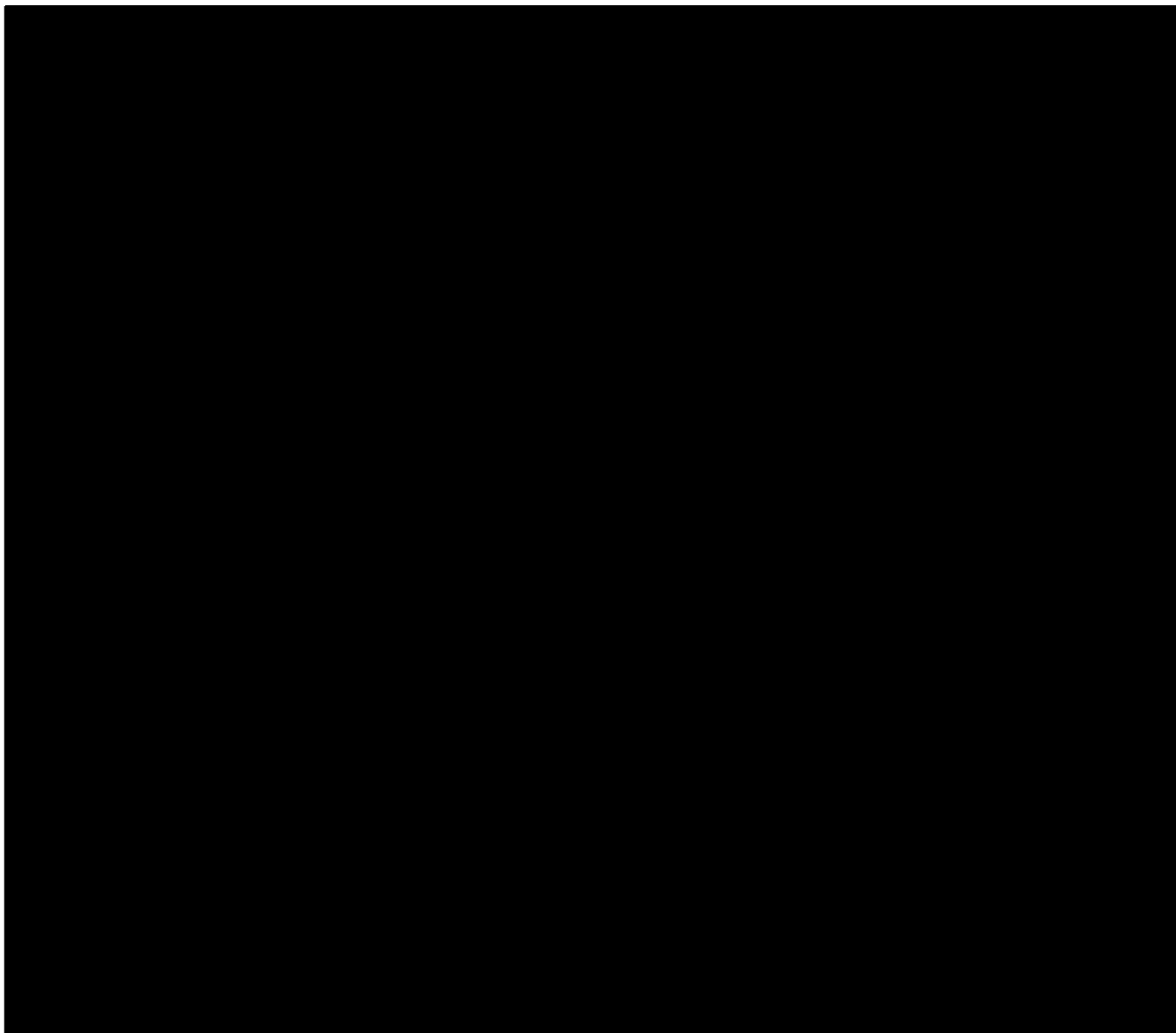


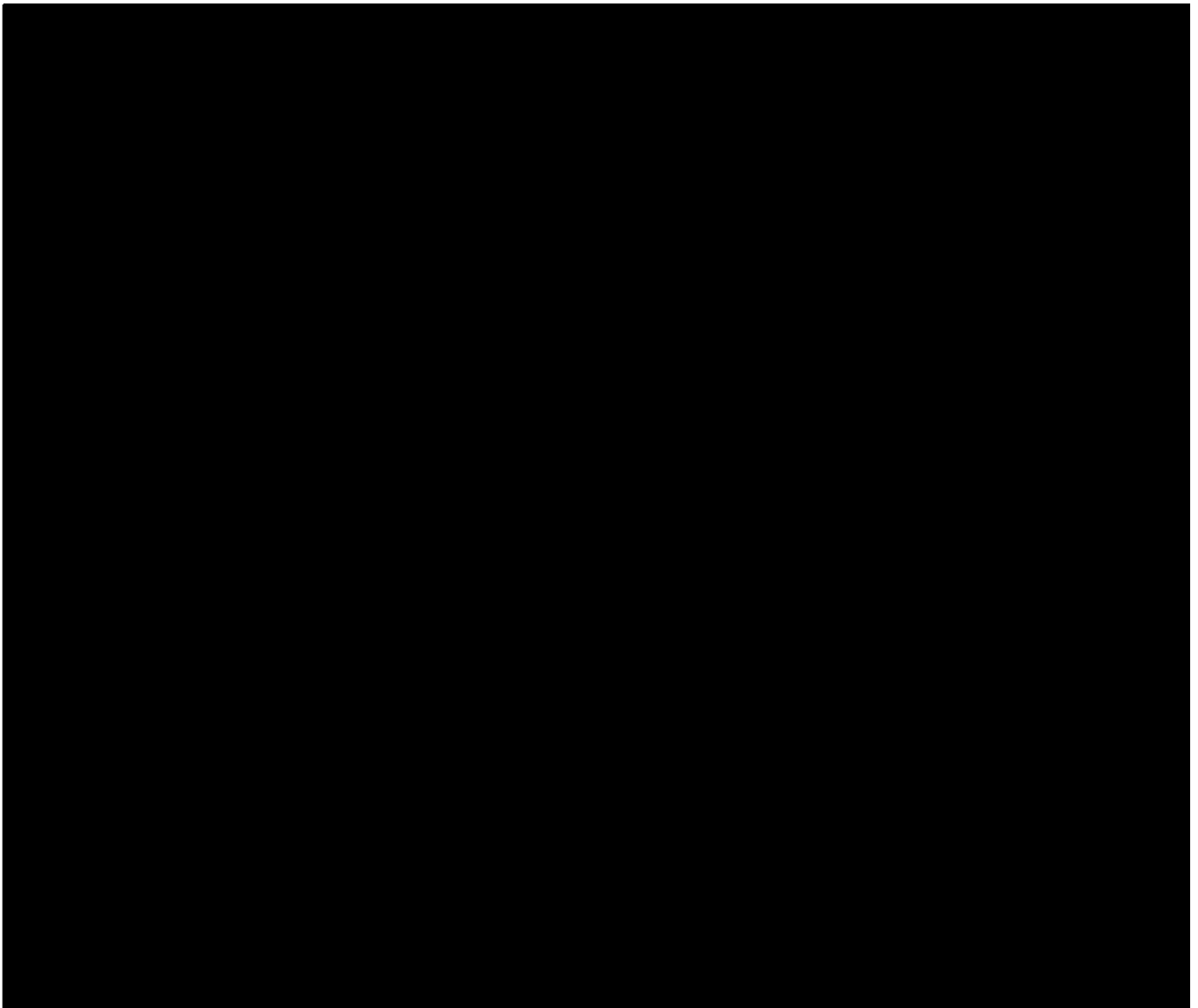




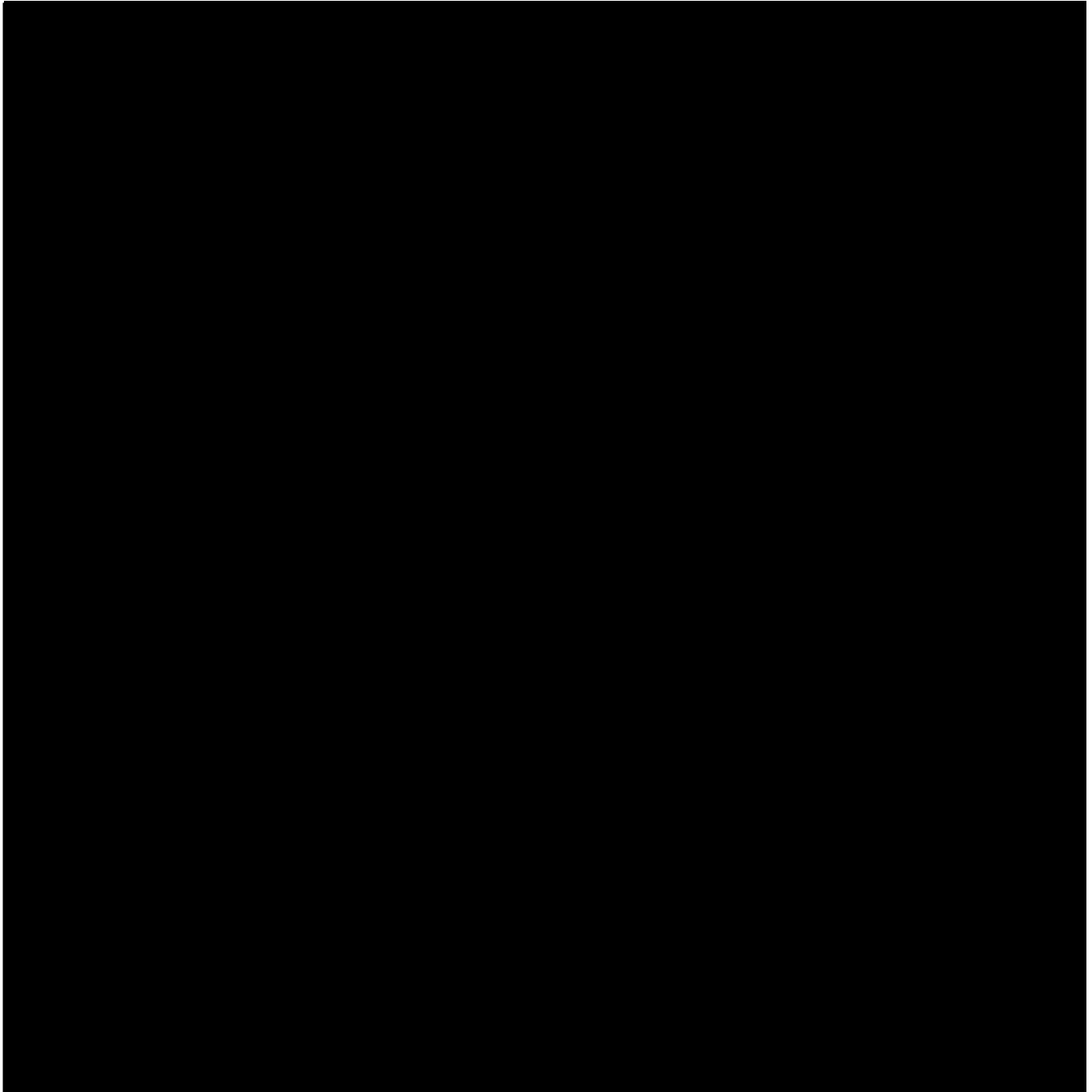


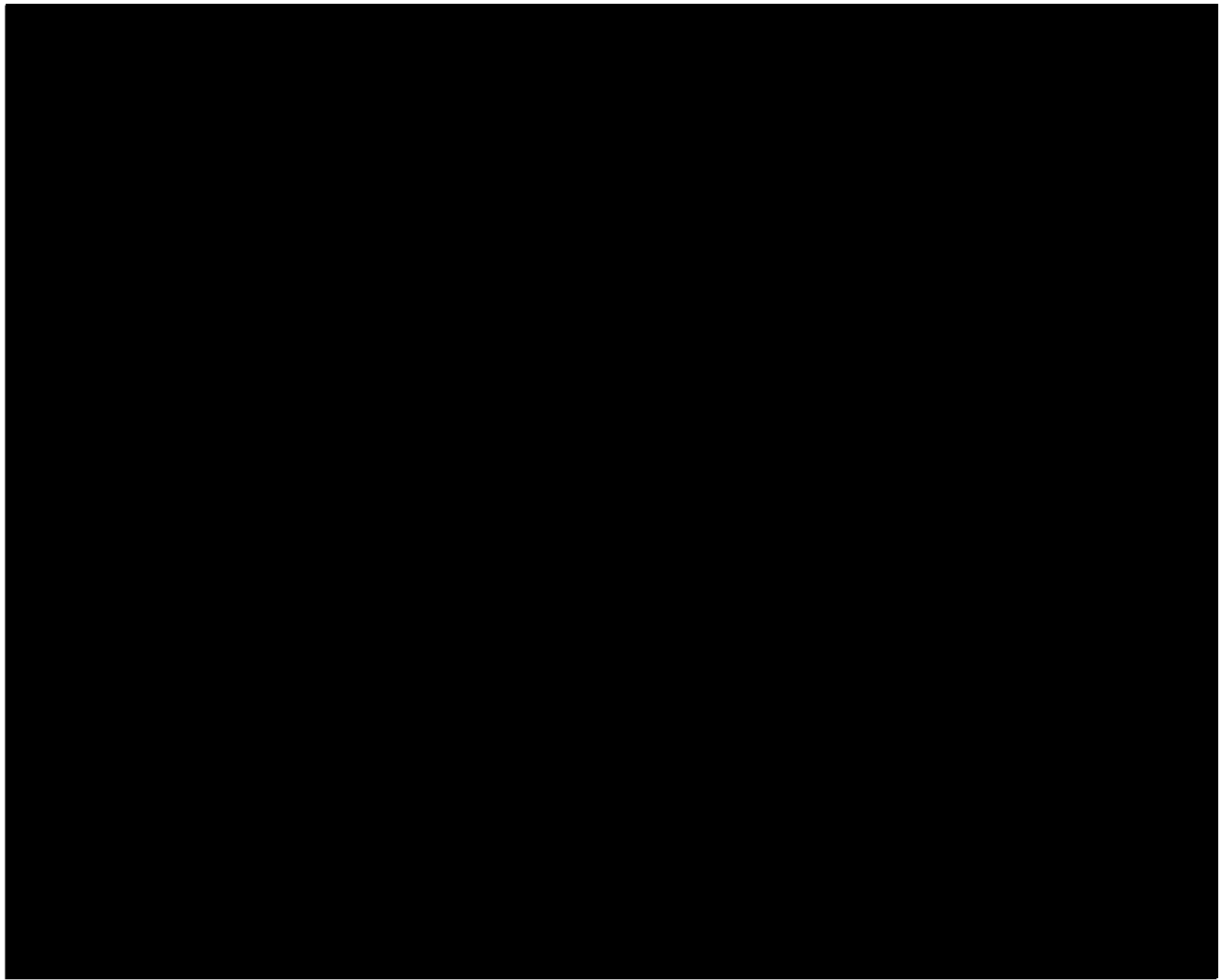


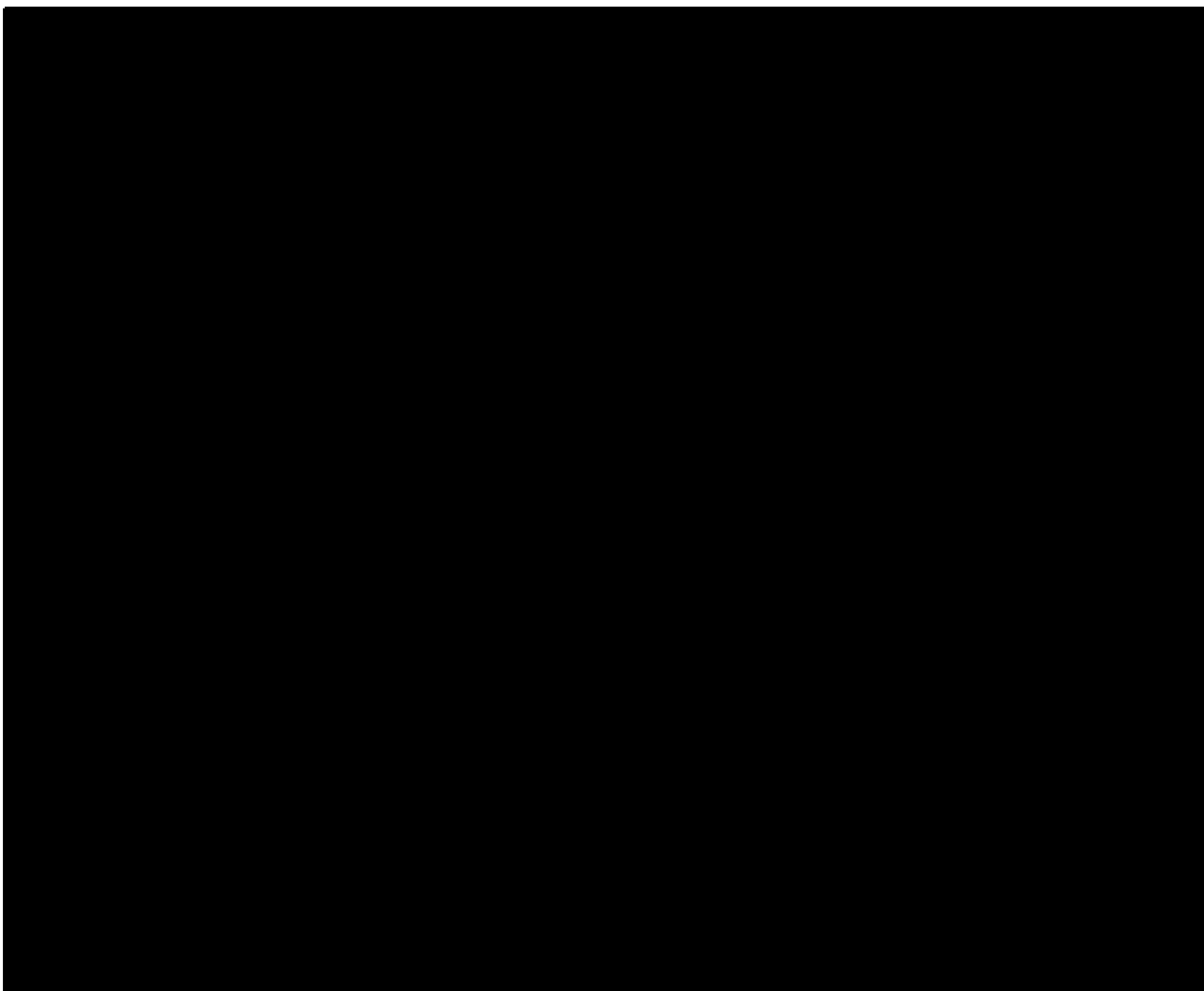


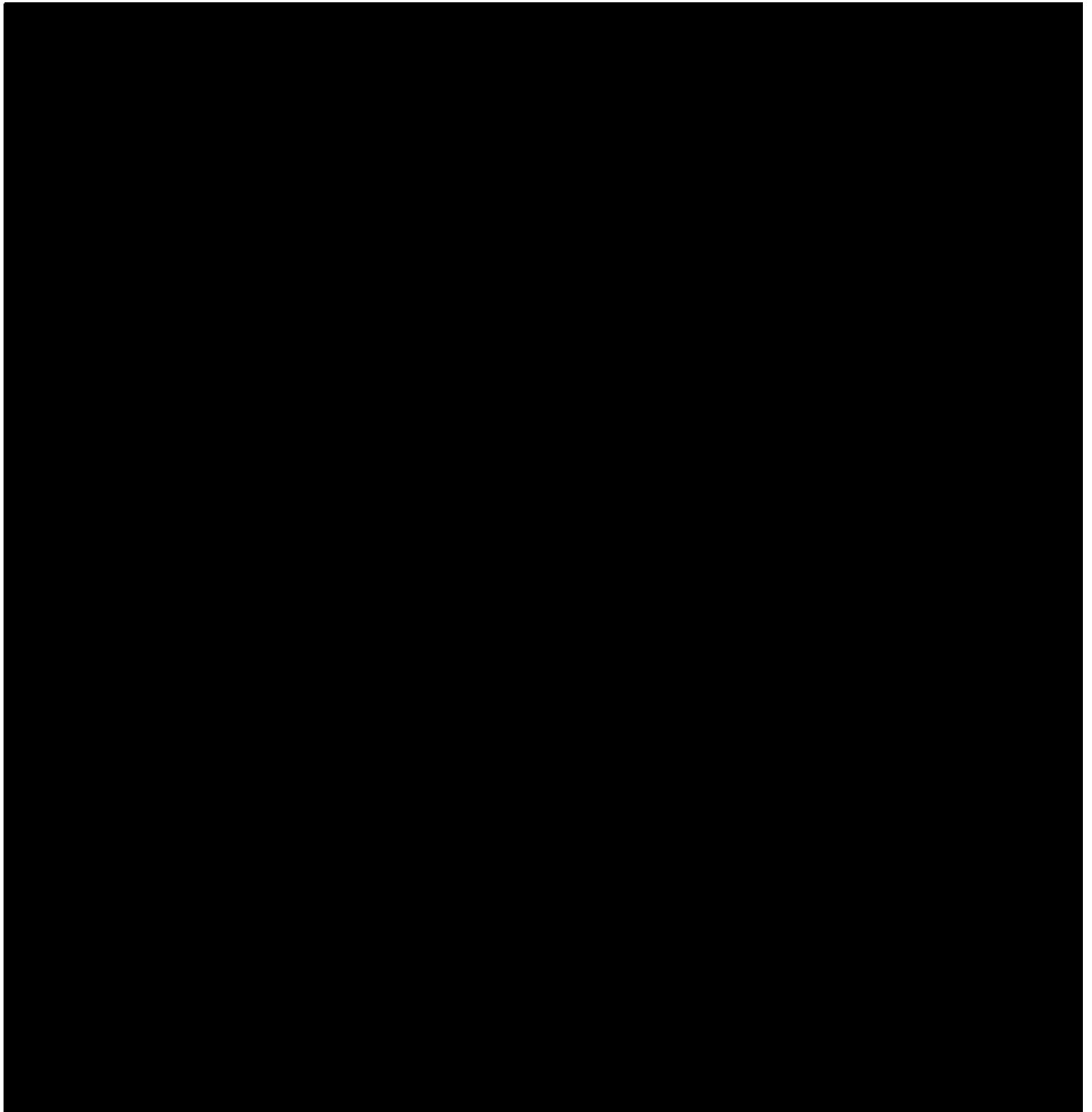


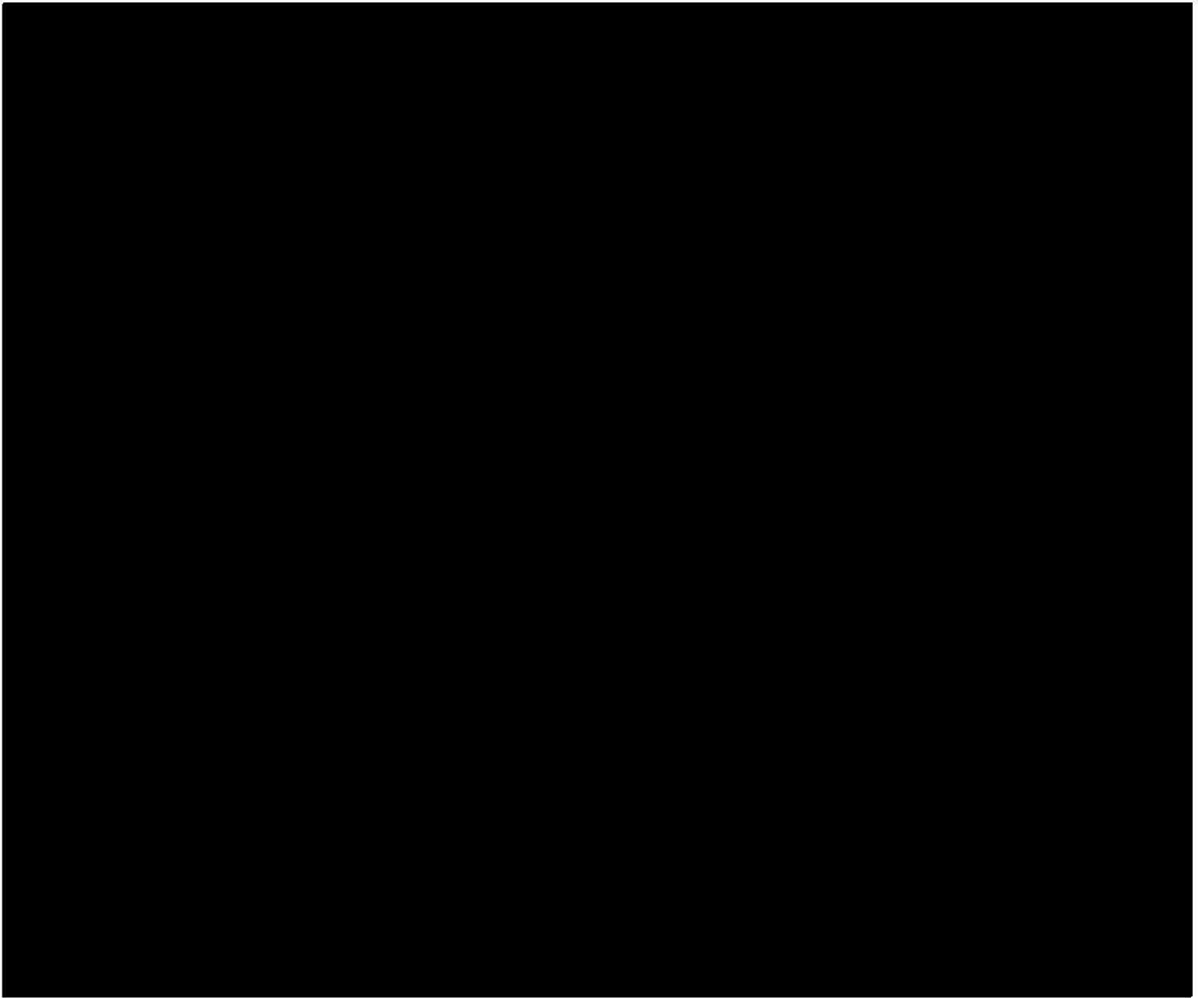


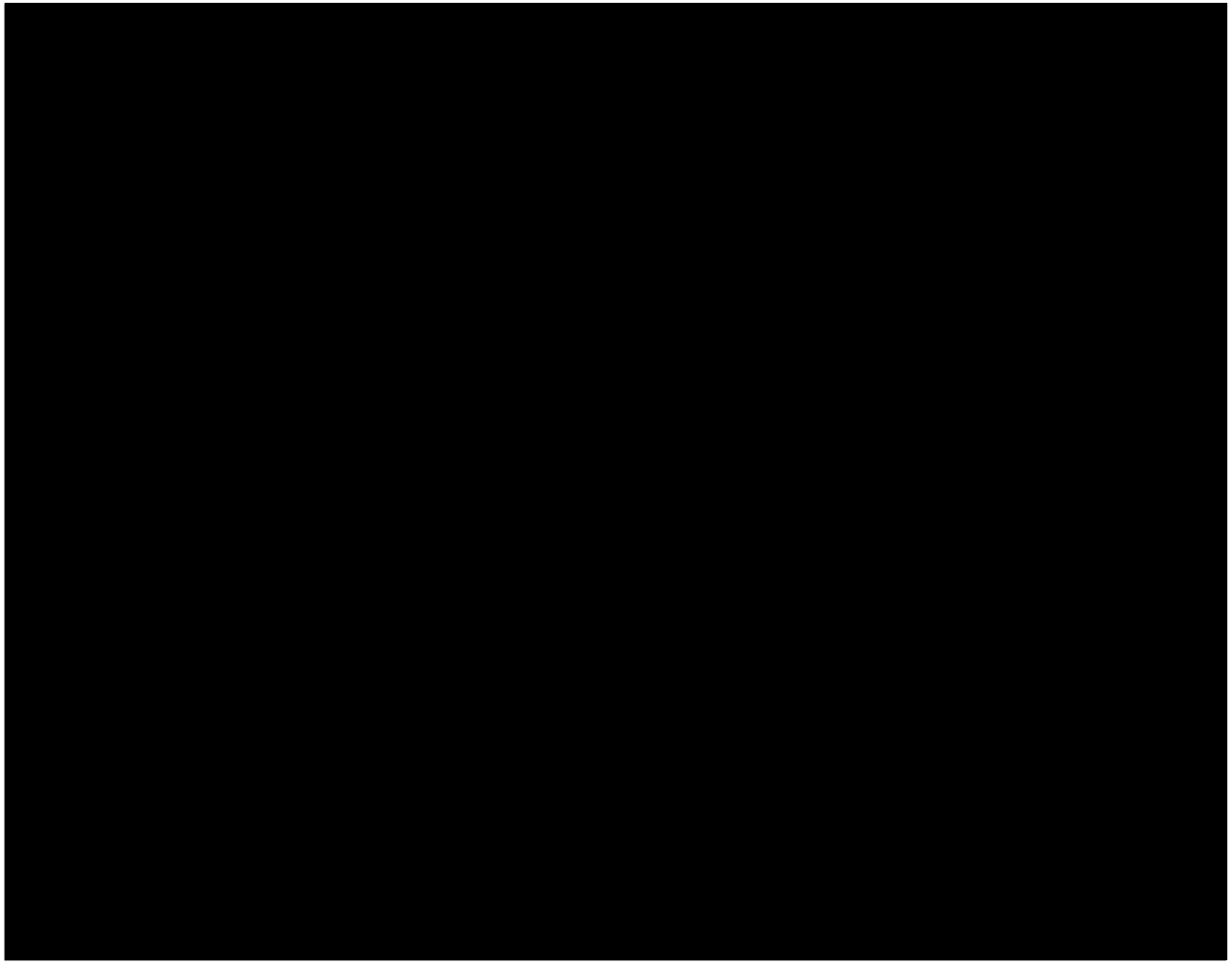


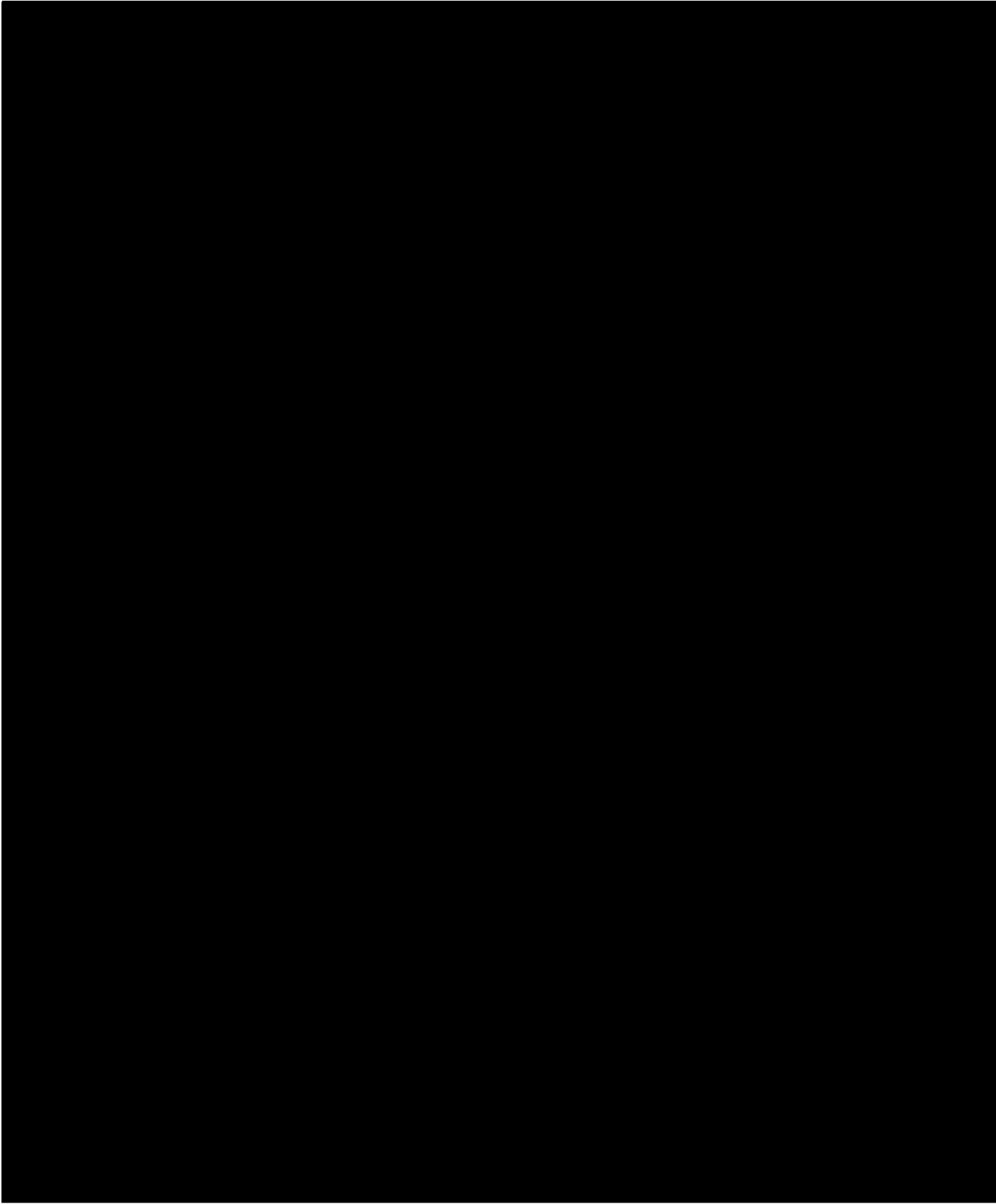




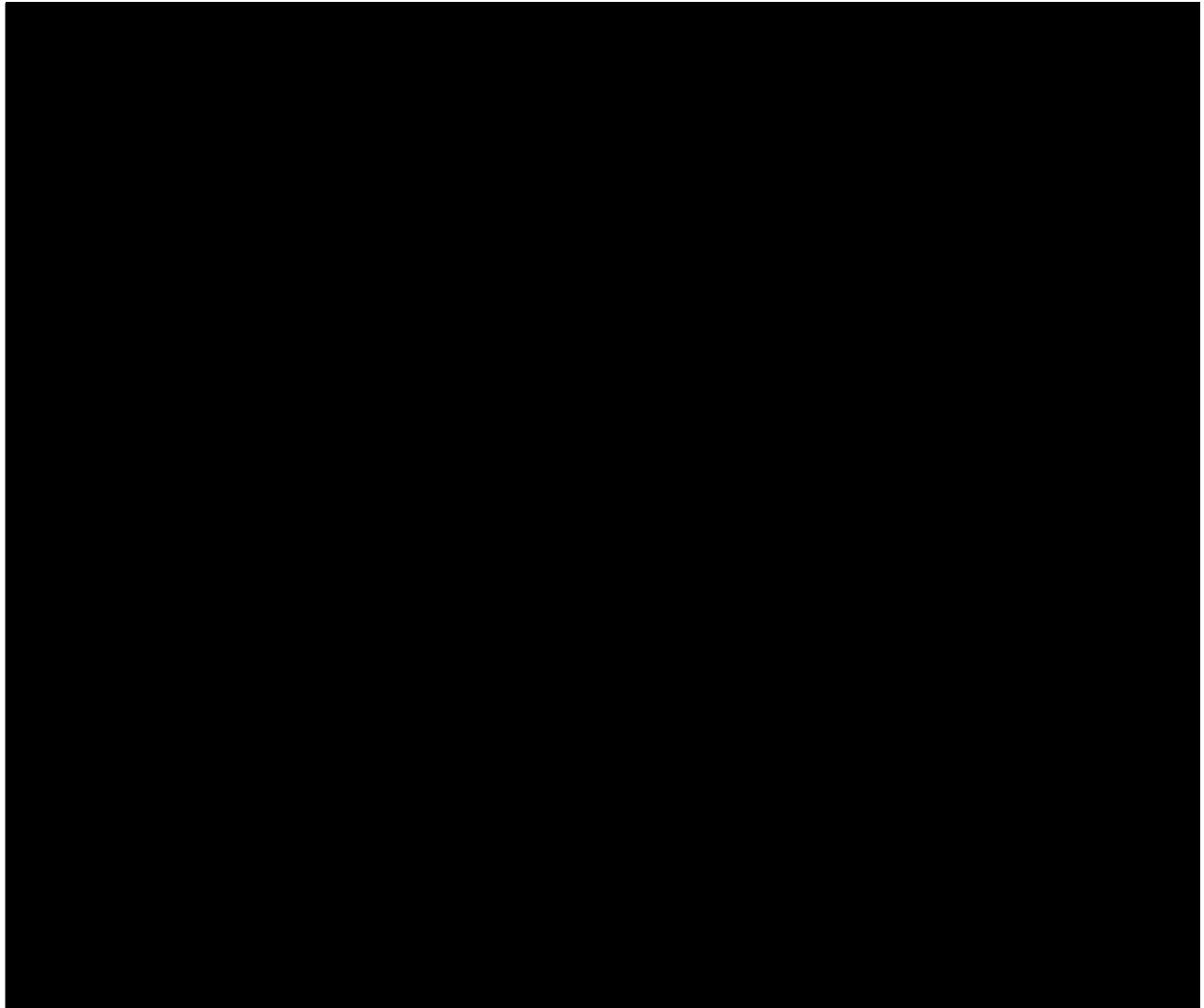


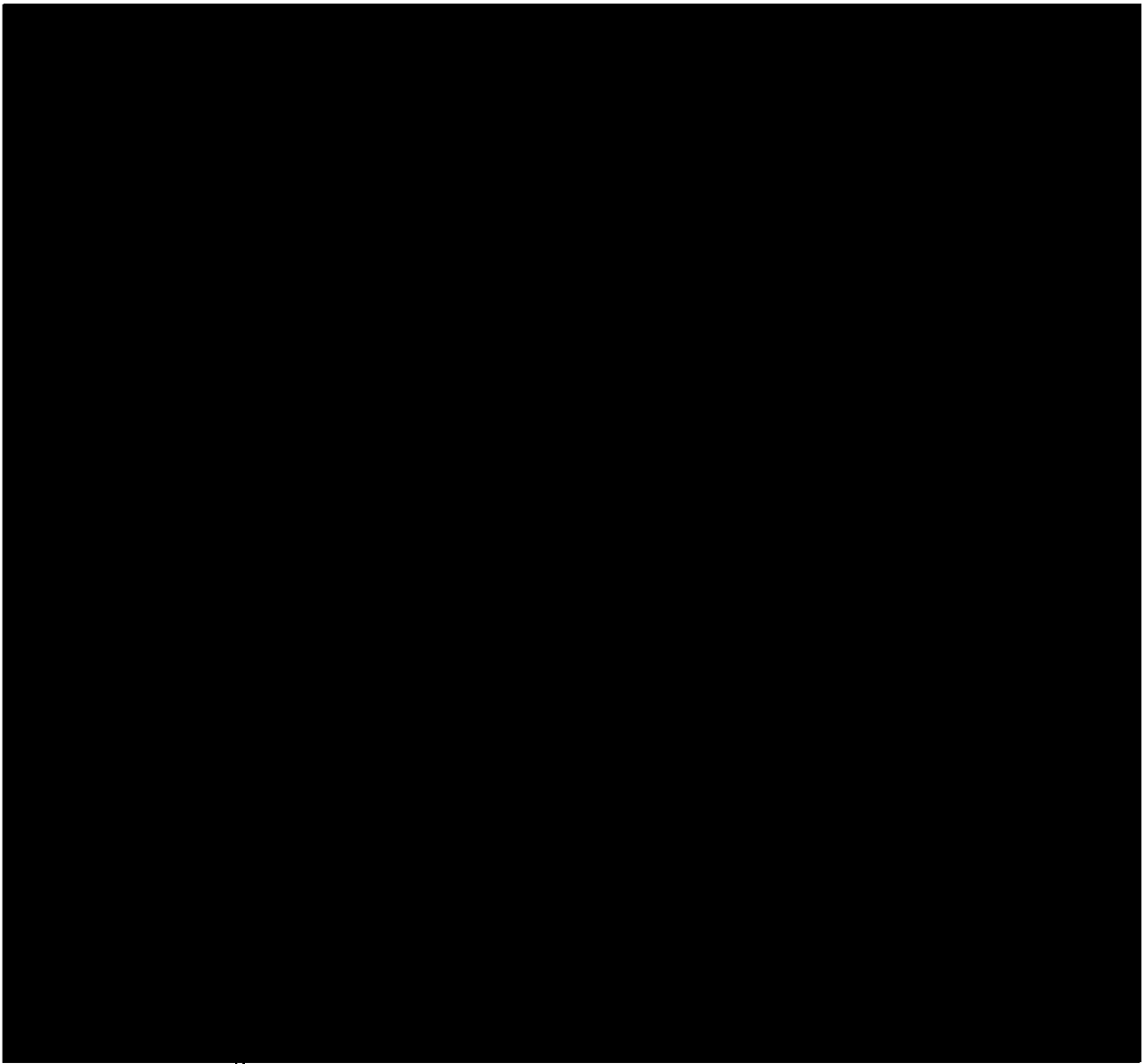






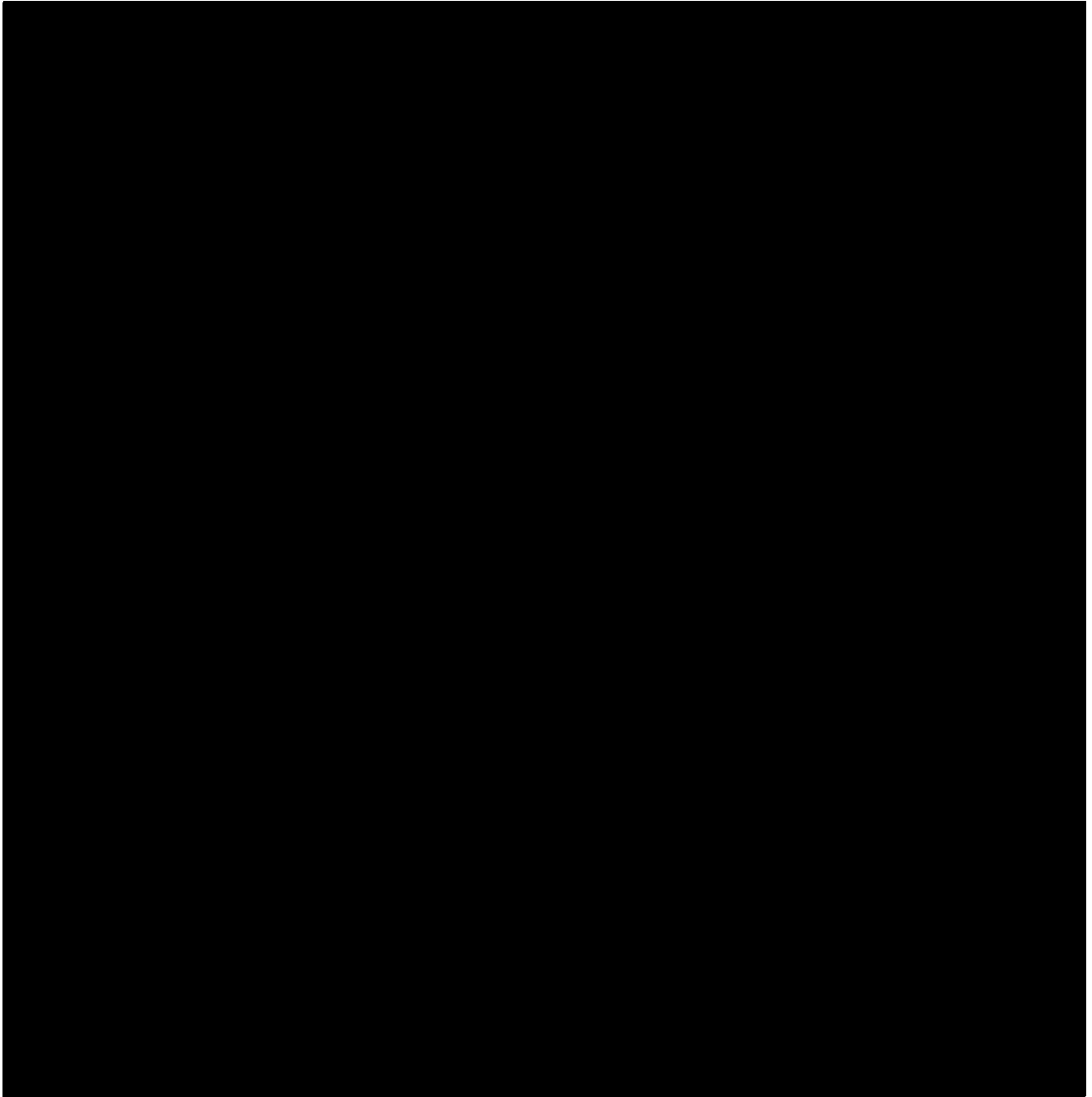






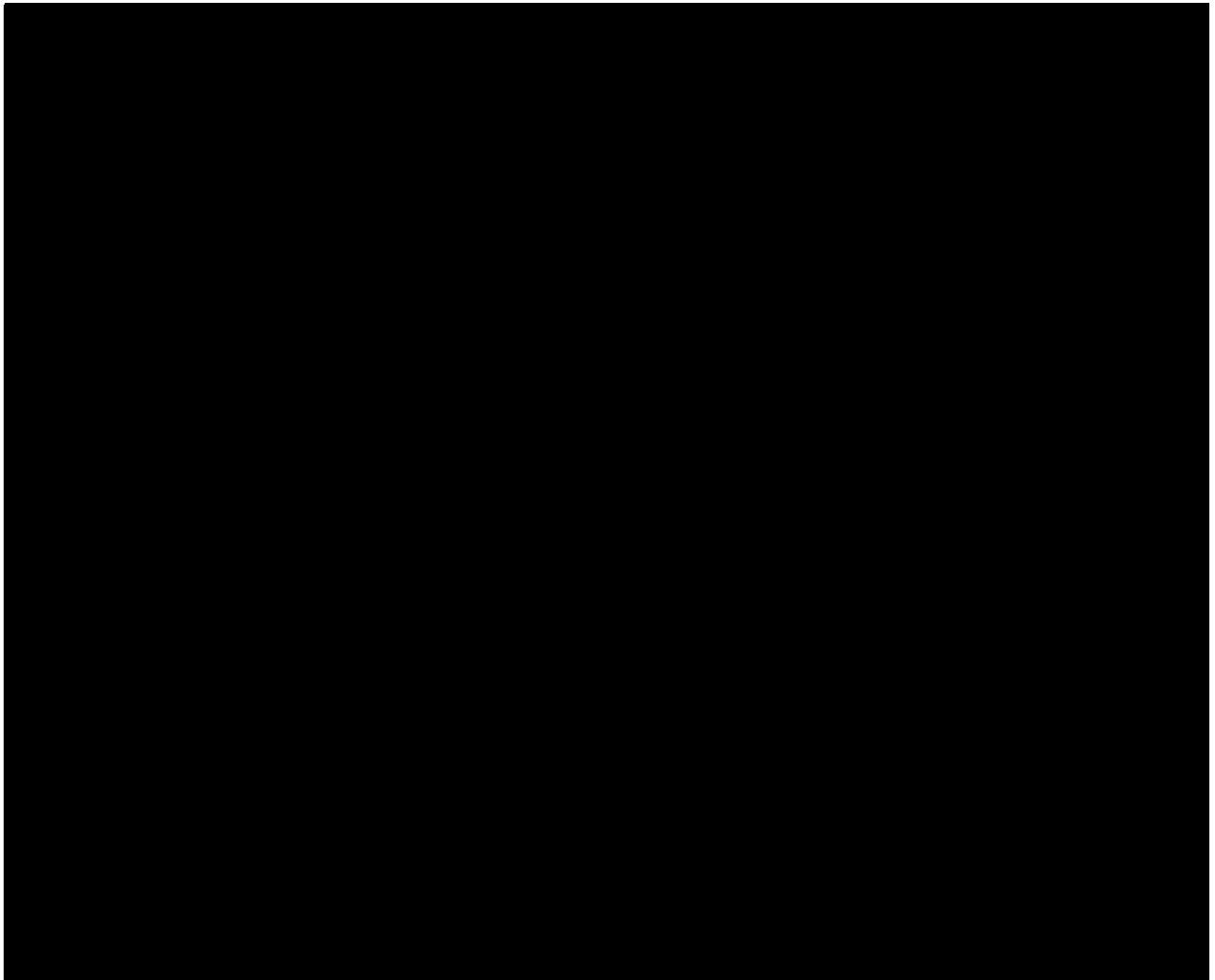












Attracting the Candidate: Be Prepared!

- Successful recruiters are not afraid to pick up the phone!
 - Know who and why you are calling.
 - Be prepared to answer questions about the company, the organization and the job you are considering them for.
 - Be ready to sell the candidate on the opportunity: What is special about Intel and this job?
 - Ask for referrals!
- If you don't have a phone number, or only have a candidate's work phone number, you can make your initial contact via email. (See next slide for an example.)



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After reviewing the slide, ask for other BKMs on making that first phone call.

Sample E-Mail

Personalize your message.
Let them know that YOU know who they are!


Hi John,

My name is Jane Recruiter and I'm an engineering recruiter with Intel Corporation. I came across your resume on Monster.com and wanted to find out if you were still seeking a new career opportunity. I have an opening within my XYZ Division for a seasoned Digital Design Engineer and was hoping we might be able to discuss it in further detail. Please let me know at your earliest convenience. I've provided a brief job description for your review below, but would love the opportunity to discuss this in greater detail. Let me know what time might be best for you, and how I can reach you. If you personally are not interested in this position, could you possibly refer me to someone else who may be? Feel free to share my information with anyone you may know. I look forward to hearing from you.

Thanks,
Jane Recruiter
Intel Corporation
jane.recruiter@intel.com
www.linkedin.com/janerecruiter
555-555-5555

Document where you found the resume/profile. Many candidates want to know how you found them. This also helps you track the 'source of hire'.

Include more than one way for the candidate to reach you. Some prefer email, while others would rather pick up the phone and call. Make yourself accessible!



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Walk through this slide to call out the critical pieces needed when reaching out to candidates through email.

